



**Creating the
"Great Technology"**

An interview with Harold Rugg

By Millicent Eames

Soviet Women "Take Off"

By Fay Gillis

The Public be Informed!

By Carol Willis Hyatt

Etiquette for Office Hours

By Elizabeth Gregg MacGibbon

Independent WOMAN

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Between You and Me

The INDEPENDENT WOMAN will serve as a forum for women in the new social order. In line with the Ten-Year Objective of the National Federation of Business and Professional Women's Clubs, it will present constructive ideas aiming toward social justice, as well as news of women's contribution in many fields. Widely varying viewpoints will be published, upon which readers' comment is invited » » » » »

To a magazine, as well as to individuals, new ideas, fresh viewpoints are the very breath of existence. A periodic stocktaking, an analysis of objectives, profits a publication, as it profits the individual, by creating fresh currents of thought, by focusing effort, by bringing renewed inspiration.

The INDEPENDENT WOMAN has lately undergone such searching and probing analysis. Benefiting by the scientific method, she has been x-rayed and psychoanalyzed, parboiled in a test tube, and her basic metabolism taken. She has been weighed and tested—all but dissected, and emerges from the ordeal practically a new woman—not at all a surprising phenomenon, considering the skill and prestige of the specialists called in consultation!

These experts, to whom the Federation is so deeply indebted, composed the Special Magazine Committee, appointed by Mrs. Bowman according to the resolution passed at Chicago, to determine how we may have the ideal magazine at less cost.

There was Mary Beard, writer and historian, the author (in collaboration) of *The Rise of American Civilization* and *On Understanding Women*.

There was Mrs. Raymond Brown, managing director of the *Woman's Journal*, one time vice president of the National American Woman Suffrage Association, and director in France for the Women's Overseas Hospitals.

There was Emily Newell Blair, author and lecturer, former vice-chairman of the National Democratic Committee, conductor—if that is the proper term—of the monthly book department in *Good Housekeeping*.

There was Rowe Wright, instructor in writing courses at Columbia University, a former editor of *Every Girl*, and well known literary agent.

There was Mrs. Elizabeth Sears, who needs no introduction to Federation members. Our public relations chairman in 1930-31, she is the author of several books, has served on the editorial staff of the *American Magazine*, has edited *Film Fun* and the INDEPENDENT WOMAN, and speaks as one who knows regarding magazine problems and a number of other subjects, including numerology.

Then there was Mary Chamberlain, in private life Mrs. Oscar Graeve, who not only has had excellent editorial and circulation experience on the *Woman's Journal*, but who also profits by being the wife of the editor of the *Delineator*. (Or it may be the other way round—you never can tell.)

Besides these, Mrs. Bowman was present at several meetings, and Mary Stewart and Carol Willis Hyatt happened in, so you can see that the very best thought has been devoted to this matter of making our Federation magazine all that it should be, and more.

The findings of the committee, which have recently been approved by our National Board of Directors, are epitomized in the statement of policy printed on this page. We cannot be too grateful to these outstanding women for their time and effort, and for their very excellent advice, which we feel confident will bear fruit in the future.

The proof of the pudding is always in the eating, and already there are plums in prospect to tempt the most fastidious palate.

For example, "Is Collectivism the Answer?" by Mary Beard, will be published in an early issue. John Strachey, famous English author and lecturer, will outline his views on women's social responsibilities in an illuminating interview by Greta Palmer. Beatrice Chauvenet, whose "Mummy Dusters" aroused such interest among Federation members, will present a searching analysis of what politics offer women prepared to enter this fascinating field.

In the current issue, we commend especially to your attention the interview with Professor Harold Rugg, author of *The Great Technology*. Many consider Professor Rugg's far reaching plans for adult education the most vital contribution of recent years, and their practical application little short of imperative, if Democracy is to survive. And do not miss "The ABC's of Taxation," by Mabel L. Walker, outstanding tax expert. It is directly in line with our program of economic education.

In the future equally tempting fare awaits you. We feel confident that the coming year will be a happy one, both for the INDEPENDENT WOMAN and for its readers.

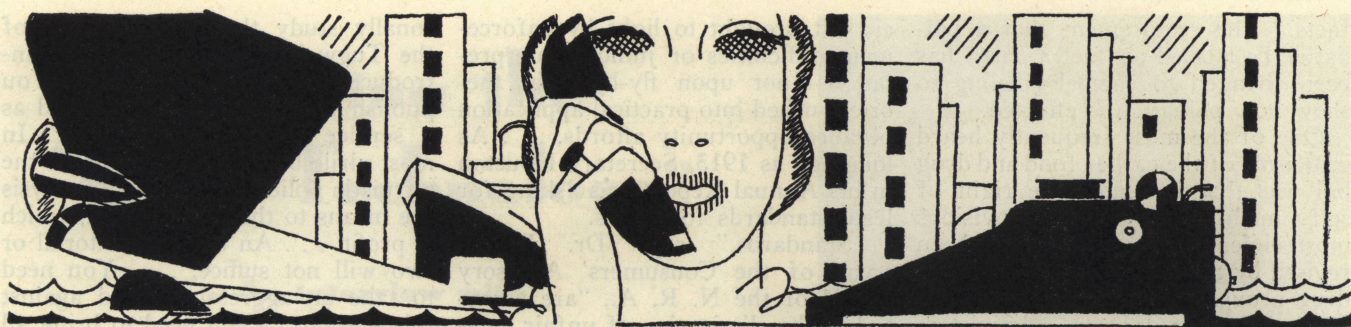
—The Editor



Bachrach

Mrs. Carrie Chapman Catt

A crusader still, though she lately celebrated her seventy-fifth birthday, Mrs. Catt presided at the recent meeting of the Conference on the Cause and Cure of War. This organization, as well as the League of Women Voters and the International Woman Suffrage Alliance, owe their existence to the vision and the courage of this indomitable leader



Women and the World

Despite what pessimists may say, it is evident to the great mass of Americans that the depression is receding. Slowly at first, but with increasing momentum, recovery comes into view. Employment is improving; the movement of commodities shows an accelerating tempo; and a sense of opportunity, of renewed confidence, brings hope to those who have lived and suffered through this world crisis.

Curiously enough, there are certain philosophers who fear that the depression may be lifting too soon. "The intellectual function of trouble," says John Dewey, "is to lead men to think. . . . The depression is a small price to pay if it induces us to think about the cause of the disorder, confusion and insecurity which are the outstanding traits of our social life."

Are we thinking at last? Are we weighing values? We are beginning to learn many things, but have we had time to get the lessons by heart? It has been demonstrated that a commercial economy is unstable if it is too highly commercialized. A high standard of living, yes—but a standard of living consisting of worth, only a portion of which may be designated as *money's worth*.

The depression has been with us long enough if it has liberated us from worship of the great god *Gain*, if it has taught us the joys of art and science and philosophy, the worth of effective expression, an interest in all things human. If it has made us *our brother's keeper*!

Only then will it have been worth the pain.

Those thrifty and provident souls who gasped with horror at Mr. Roosevelt's estimate of from ten to twelve billion dollars needed to complete the recovery program, should be reminded of the

fact that for the World War this government spent \$31,000,000,000 in 1918 and 1919. Plus the interest on this debt, and veterans' benefits since, the United States spent \$41,000,000,000 for war purposes, and loaned \$9,000,000,000 to its Allies. The recovery program as planned will have cost \$16,500,000,000, of which about \$5,500,000,000 is returnable to the RFC. The figures, as well as the objectives, invite comparison.

In this world where the phrase *cherchez la femme* issues even from the mouths of babes and sucklings, it is refreshing to discover some one—and a man at that—who lays the world's troubles squarely on the head of the offending male. "The male sex is the cause of most of the world's difficulties," said Professor Morton Wheeler, of Harvard, before a recent meeting of the American Association for the Advancement of Science. "Throughout the ages the aggressiveness, curiosity, unstable intelligence, contentiousness and other anti-social tendencies, which the male had inherited from his anthropoid ancestors, have kept society in a constant turmoil," said Professor Wheeler. "Indeed our histories seem to be little more than the elaborately recorded misbehavior of males."

"Their restlessly questing intellect, driven by dominance impulses, furnishes the necessary stimulus to progress in human societies. Female societies are indeed harmonious, but stationary and incapable of further development."

Well, well! We appreciate being considered harmonious—it's rather a new angle—but as to being stationary, and incapable of further development!—Mary Beard will have quite a little to say regarding this in a series of articles on "Women and

Social Crises," to appear in this magazine, beginning in an early issue.

What is your stand, by the way, on the new food and drug bill? Criticism still smolders, despite the fact that Senator Copeland's bill, S. 2000, introduced in the Senate, January 4, removes many of the causes for apprehension so generally felt by reputable manufacturers regarding provisions of the original bill.

A principal point of difference between the old and new bills is the extent to which authority is lodged in the hands of administrative officers. In Senator Copeland's draft the delegation of the regulation-making power is confined to those few instances where the problems are so complex and changing that adequate protection of the public can not be achieved otherwise. Even in these instances the administrative officers can not act independently, but are subject to the check of non-partisan committees of scientists. Moreover, definite provision is made for court review of regulations.

Senator Copeland's revision omits references to "inference and ambiguity" in defining offenses, which aroused great opposition to the old bill. It also omits the provision requiring full formula disclosure on all proprietary drugs, the advantage of which has been questioned, and substitutes for it requirements for label declaration of certain potent ingredients, coupled with warnings on the labels against unsafe methods of use.

Instead of prohibiting therapeutic claims for a drug if they are contrary to the general agreement of medical opinion, such claims are declared as misbranding if they are not supported by substantial medical opinion or by demonstrable scientific

facts. The requirement that a palliative be labeled as "not a cure" has been changed to compel labeling to show how palliation is effected.

One of the most frequently heard criticisms of the earlier food and drug bill was that it denied the right of self medication. The provisions most violently objected to have been revised by Senator Copeland. Of the drug provisions he has kept, officials of the Food and Drug Administration have previously said that none of them compels you to see a doctor if you would rather treat yourself. To prevent a tuberculosis victim from being deluded into false hopes of recovery through the use of a horse liniment, is not to keep him from taking an honestly advertised cough remedy that might make him more comfortable.

Another criticism often heard is that the cost of enforcing Dr. Copeland's bill would be tremendous. An inspector would have to be placed in every factory, the expense devolving on the long-suffering tax-payer.

This charge is due to a misunderstanding as to the methods of enforcement, answer proponents of the bill. It would not be necessary to place inspectors in every factory, for the reason that in most cases it is easy enough to get evidence of adulteration or misbranding by obtaining samples in interstate commerce. The rare cases where the injurious nature of the product can not be determined after shipment in interstate commerce, are taken care of by a special provision for manufacturing permits.

Perhaps the loudest complaint against Senator Copeland's bill is that it authorizes legal standards for all foods, as well as the limited number of canned foods that are covered by the McNary-Mapes amendment to the present food and drugs act. Certain manufacturers say that if they are obliged to grade their products and declare the grades on the label, consumers will buy by label grades rather than by the claims made in the advertising. There are manufacturers and publishers who contend that insistence on truth will lead to the end of all advertising.

"Do they mean that deception and untruth are fundamentals of advertising?" ask the bill's defendants. "Both the government and industry purchase on the basis of definitely established standards. Why should not the consumer be afforded the same protection?"

Every new or revised provision in the Copeland bill is said to be predicated on some weakness in the pres-

ent act brought to light by enforcement difficulties or judicial interpretations—not upon fly-by-night theories rushed into practical application because opportunity affords. . . . As long ago as 1913, Secretary Houston in his Annual Report was asking for legal standards for foods.

"Standards," says Dr. Robert Lynd of the Consumers' Advisory Board of the N. R. A., "are essential to the elimination of unfair competition—essential from the viewpoint of both the consumer and the small manufacturer. Fair competition must include competition of quality as well as competition of price. Some producers and growers have asked for quality standards as part of their codes. Mistaken, substandard buying means losses in family buying power."

The purpose of this brief analysis of the pro's and con's of the food and drug bill controversy is that our readers may be enabled to draw their own conclusions as to the merits or demerits of the Copeland bill.

This, we are convinced, would be difficult without some understanding of the type of pressure that has been brought to bear on publishers throughout the country to use their

Being

I can but die one death, and that
When all my song is dead in me;
When stars to me are only stars
And not high Heaven's harmony
Expressed in myriad points of light—
A chart of music in the night.

When moon-white lilies I behold
And miss their heavenly purity
Seeing instead a petalled flower. . . .
Then life will have gone out of me.
When loveliness and song are fled
In that dark hour I shall be dead.

—Ivy. O. Eastwick

vital influence to defeat this measure.

Take, for example, an actual letter sent to publishers by the Creomulsion Company of Atlanta, Georgia, regarding the original bill.

"Gentlemen:" (it reads) "You are about to lose a substantial amount of advertising revenue from food, drug and cosmetic manufacturers. Your pocketbook is about to be filched, and you will see how if you will per-

sonally study the enclosed copy of the Tugwell bill. This bill was introduced by *two* doctors. . . . You publish your paper for profit and as a service to your community. In most virile business organizations the altruistic policies in the final analysis are means to the primary end, which is profit. . . . An isolated editorial or two will not suffice. . . . You need to take an aggressive stand against this measure. You need to bring all personal pressure you can upon your senators and representatives. You need to enlighten and thereby arouse your public against this bill that is calculated to greatly restrict personal rights. If this bill should become law we will be forced to cancel immediately every line of Creomulsion advertising."

The lay reader, undoubtedly, has had no little difficulty in arriving at any real understanding of the problems involved in this controversy!

Reports of the German law under which 400,000 persons are to be sterilized, may have been dismissed by many newspaper readers as just another Nazi atrocity. They might be surprised to learn that today twenty-six states of the United States may legally practice human sterilization, and have done so in 15,000 cases. Thoughtful people generally agree that the birth rate of the worst elements of society should be reduced. U. S. Army statistics compiled during the World War indicate that between one and two millions of the general population are feeble-minded. Worse, the feeble-minded and hereditary insane are increasing at an appalling rate.

Few readers have not heard of the trail of crime, murder, pauperism and prostitution found in the history of the famous Jukes and Kallikak families. Of the 480 offspring traced from a normal Kallikak and a feeble-minded woman, all but forty-six were degenerates. Similarly the Jukes family produced 1200 defectives in six generations. While it would have cost only \$150 to have sterilized the original couples, relief for only one of the families has been estimated at over \$2,000,000.

Permanent segregation of such individuals in state homes and hospitals is difficult. A recent study shows that such groups have seven children or more per family, thus doubling in every generation. It is upon facts like these that students of race culture advocate the need of selectively sterilizing the entire group of hereditary mental defectives.

INDEPENDENT WOMAN

Creating the "Great Technology"

An interview with
Harold Rugg
By Millicent Eames



Professor Harold Rugg

Just what do I mean by a new 'climate of opinion'?" Harold Rugg smiled as he tilted back in a rather unprofessorial chair in his pleasant study at Columbia University. "A new climate of opinion is a new set of beliefs held by a considerable number of people in each community. These new beliefs will be held first by small groups of thoughtful people who are studying the problems of America together. These groups, gradually enlarging their influence will, in time, form an active and intelligent minority of our citizens. This minority will eventually be powerful enough to vote a planned social structure for an economy of abundance into action.

"In a democracy it is absolutely necessary that an intelligent minority form a climate of opinion. This is true because sound government can be carried on only by the consent of the governed. The will of the people is the one true sovereign in a democracy. But unenlightened people are themselves the chief obstacle to progress.

"Thoughtful engineers and other students of society are creating designs for a new society," Professor Rugg continued. "But these designs must be given to the politicians, and an intelligent electorate must demand that they be carried out. Thus it is imperative that the people themselves be aroused to their capacity for better living, and enforce an economy of abundance at the polls. They will do this only if they understand the new concepts of creative living and of abundance. They must be educated in understanding. Therefore, the salvation of the American people lies in education. Small groups of thinking people must spread the new ideas. Thus they will gradually create the demand for a system of education which will show the people as a whole how to attain the highest good for themselves and for their country."

Would such an education require a drastic change in our social and economic system? Professor Rugg answered emphatically, "Yes, it does mean a drastic change. Why? Because America stands now at a verge. Our particular depression marks the closing years of an epoch. These years constitute a difficult transition from one organized way of living to another."

Pausing to light a cigarette, the genial professor continued, "You see, we, today, have inherited the inevitable results of a century and a half of undesigned and uncontrolled attack upon virgin continents. The mad orgy of building was made possible by two sensational industrial revolutions, dating in round numbers from 1775 to 1914 and from 1914 to the present day. These produced a machine technology that has already multiplied man's power over his physical environment many, many times. The whole century and a half was one of initial *expansion*, but *expansion without design and without control*. It was the period of success through competition—every man for himself—*laissez-faire*, as classical economists term it.

Furthermore, *laissez-faire* mortgaged the future. Thus we are called now—or will be within the next few years—to pay the piper for the dancing we and our fathers have done. Production has become too efficient and distribution too ineffective for further tinkering. The debt has become too great, the interdependence too vast, the conflicting emotions of millions of men too deep for further makeshifts. Industrialism is running wild, out of control. Hence my belief that this depression is not a mere fourteenth installment-

paying time; it is a day of inventory and final reckoning."

Somewhat appalled, I questioned him eagerly: "What lies ahead? If our day really marks the end of one social order, what may we expect? How shall we pass through the transition period?"

The professor, undismayed by this onslaught, answered, "What route, you ask? There are many options, but five main pathways to tomorrow lie before us.

"First is the pathway of inertia. We can muddle along with mounting millions fed by the dole, relief, or charity—the thirty-hour week, unemployment insurance, pensions, security wages, the struggle against giant machines—the workers still believing in the American dream of success possible to every man. This pathway would mean the destruction of the Bill of Rights.

"Second, we have the pathway of business dictatorship. This would involve the buttressing of private capitalism, with an oligarchy of entrepreneurs controlling production and distribution and exploiting workers by means of automatic factories. Employment, wages and pensions would be guaranteed, and there would be a 'given' standard of living. The Bill of Rights would be in the balance.

"Third, we might choose the pathway of proletarian revolution. Vio-

(Continued on page 54)

Deferred Marriage and Double Salary

To a late union are brought the sanity and richness of mature minds — and perhaps jam for life's bread and butter

I was too busy for more than a window glance as the world lurched through the Great War; as it cut dizzily across the conventionalities-go-hang period. Now I have time for a rather long look as it is careening toward a return-to-the-home-and-femininity era.

Let us call a deferred marriage one that takes place after the bride has reached the age of twenty-four, the average for the educated class. Few younger girls have completed an extensive training, fixed upon a vocation and arrived at such a degree of financial security therein that they are unwilling to relinquish a promising career for matrimony. The young girl gives up not a solid reality but a roseate, nebulous dream. This, to be sure, is often sufficient cause for the chronic self-pity which will dynamite any union.

I married at thirty-three and kept my job.

Because I belong to the pre-con-fession period, to the generation of those who didn't make a noise about things, I have hitherto kept silent. Even now, I am not rushing into print to bewail the good old times.

I helped to pioneer the marry-late-and-keep-your-job period. I experienced its delights and difficulties. I observed those who were succeeding or failing and noted the reasons. I know what it cost my fellow pioneers to admit that, despite a perfectly able-bodied husband, they were also gainfully employed.

Then, woman's place was the home. The husband who didn't keep her there was considered a poor stick. I know the pitfalls that await the bride who blithely takes the noon hour for her wedding ceremony and reports back on the job at the usual time. I speak as one who has seen the beginnings and the long results of a mode of living and heard the lamentations of many spouses.

For me, the advantage of deferred marriage lay in the fact that I was spared the pangs of a post-honeymoon connubial crash. There wasn't as much as one twinge of disillusion.



I knew what I wanted out of life and what I could renounce. I could judge character. I could catalogue my husband's weak points and strong ones, his likes and dislikes, with as detached a viewpoint as I can now.

There were personal habits on both sides which might have led us to the divorce court had we not reached the age at which we could grin and adjust ourselves easily instead of nagging and fighting and each insisting on his own way. Take the punctuality vice. I loathe and detest tardiness, but I also shudder at super-promptness. I like to reach the church just before the choir files in; the railroad station as the train is announced; the theater as the orchestra is tuning up. My husband insists on being there a good fifteen minutes earlier. Oh, well, I have had dealings with the habitually late. Since one of us had to change, I decided to be the one. After all, occasional periods of meditation are good for the soul. But my daughter refuses to humor her father. She says that I have spoiled him. Dad smiles indulgently and there are no pyrotechnics.

In the things that matter, there were no dissensions. We both loved nature and counted a camp in the Adirondacks as the height of happiness. My husband's industry, his sense of humor, his honor, his kindness—all of these were to be trusted as was the Rock of Gibraltar.

The fact that I had a roped-off space in every day for work which I loved and which kept me mentally alert ended all feeling of frustration. It enabled me to know the sense of mastery which does not come to those who drudge through routine

**By a Pioneer in the
Marry-late-and-keep-
your-job Viewpoint**

days with no widening of horizons. But what about having children so late in life?

Physically, nothing. That is all bogey stuff. I was almost thirty-six when my first boy arrived. My wee daughter came when I was forty. They are fine, healthy children, with keen intellects and a few outstanding talents. I was old enough to take scientific care of myself at the time. Our joint earnings made it possible for me to have the best of medical attention, a comfortable hospital room, a nurse and a housekeeper to take charge until I had regained my strength. I didn't want to leave my babies, as might a younger woman, while I dashed out for the theater, bridge or shopping. With my own wanderlust satisfied, I was content to enjoy them and to take care of them.

But the job? Didn't it weaken my husband's earning capacity?

No. He has always provided food, the roof over our head, clothing. He furnishes the bread and butter. I supply the jam. I use my earnings to free myself from the tasks which I dislike, to supply those things which enable us to get more out of life. I hate sewing. A grandmother made me sit and piece three patchwork quilts before I was ten. Now I never sew. When my boy showed a musical gift, my earnings made it possible for me to supply him with a piano and to start him off with an accredited teacher. Books, little trips, charity—these are all covered by the double salary.

Can a woman combine wage-earning and home-making without having the home suffer?

That depends on the woman.

And let's divide jobs into two classes, those which may be done at home and those which necessitate the worker's presence elsewhere. My own job was of the first type. I could do the work at any time during the twenty-four hours. I could cram it into the babies' nap time, or I could rise early or stay up late or hire a reliable helper. Any woman with a

INDEPENDENT WOMAN

reasonable degree of ability can handle that sort of a job. When the world settles down, at the end of this period of chaos, to an even keel, I believe that they will be multiplied. Why not? With modern home-making appliances, any capable woman has several free hours which must be frittered away, spent in gainful employment or dedicated to service for the good of humanity. If the husband's income is ample, the combination of home-making and community service will give any woman sufficient outlet for her capabilities. If not, the woman who has been a trained nurse can care for a convalescent in the guest room; or she can go out for an hour or two and take care of those who need but a daily visit from a trained attendant. The office girl can attend to correspondence at home. She can go out for dictation and do the typing at home on her own machine. The teacher can take charge of a single class for a forty-minute period or she can do private tutoring. There is no occupation in which an alert woman can not keep a toehold, while her children are small, by doing a bit of work at home. The pay will free her from distasteful duties, will raise the home's standard of living. Eventually she will again be ready for a full time job. She will neither neglect her children nor cling to them when it is time for them to try their own wings.

Yesterday I was talking with a woman who had concentrated on motherhood for two decades. She told me:

"I cried for six whole months when my last daughter married. Yes,

he was a fine man and she is very happy, but it left me so lonesome. I sit by my window and mourn. When I see a fine boy or an attractive girl going up the street, I sigh, 'If the son were only coming to my home; if that daughter would only run up my steps!' My children seldom come home. They are tired of the mother who slaved for them."

That sort of martyr complex is impossible for the woman who has kept her talents and skills unrusty. She sees her children standing squarely upon their own feet. Then she rounds out her personal life and makes it so full and satisfying that a visit with mother instead of being listed under the

heading of disagreeable duties to be done, comes under the recreation caption.

But the job which demands fixed hours outside of the home? Can that be done without its taking toll?

Yes. A woman can manage both a home and a career if she is clever enough.

But she has to be more than clever. She has to have:

Extra thyroid. High energy. The ability to work, at full capacity, for the number of hours which would send the average woman to the hospital.

Executive ability. Tons of that.

A mind furnished with bulkheads. She must be able to give an hour to

(Continued on page 60)

A double-salary marriage fails if the man spends his free time loafing, the wife hers, serving



**Drawings
by Sidney
Grossman**

Art at Any Age

By
Emma Kidd Hulburt

suburban village, when she was sixteen. She studied voice in New York, made her debut in concert work in Madison Square Garden theater and was to have sung the contralto role in the Bach Festival under Anton Seidl when Dr. Clarence Edmonds Hemingway changed her plans and she gave up a career to be married.

The wife of a struggling young country doctor whose sympathy and generosity surpassed his ability to collect bills, she found herself utterly helpless as a cook and housekeeper.

In that day it was an unheard of thing for a woman to turn over her housework to another and go on with her profession. Mrs. Hemingway's friends told her it was impossible to rear a family and teach at the same time. Some thought her deranged, and others indulged in dire prophecies.

"My husband was the only one who encouraged me," said Mrs. Hemingway. "He knew his buttons would button as well if the housekeeper sewed them on and he knew her cooking would be far better than any of my experiments."

With the money received from teaching the thing she knew and loved, she paid a competent housekeeper to do the thing she could not do and hated, proving that at least one home could be a combination nursery and studio. She trained more than three hundred voices while bringing up her family of six children, who certainly were not neglected because their mother was happy in doing the thing she wanted to do. The accomplishments of her oldest son, Ernest, are well known. Two married daughters are sculptors, one is a pianist and the two younger children promise another writer and another musician. Her work did not keep her too busy to evolve many new ideas of education and child training which she carried out successfully.

Mrs. Hemingway's career as an artist began purely by accident—accident plus her many-sided interest in life. The
(Continued on page 58)

INDEPENDENT WOMAN

The Arizona "Desert Candelabra," exhibited in Paris, is a favorite work of Mrs. Hemingway, pictured below



While the famous Ernest Hemingway was writing his first best sellers, his mother, past fifty, began a career of her own. Not content to repose in his reflected glory, she kept up through the years her interest in all worth while affairs of the community, and that interest led indirectly to the adventure which transformed the "mother of Ernest Hemingway" into "Grace Hall Hemingway, artist."

There is nothing of the eccentric about her. Her stately form and her glory of white hair suggest portraits of English duchesses. Her charm and graciousness of manner bespeak a friendliness that springs from inner depths of consideration for others.

"Age is no bar to success in art," is the new message Mrs. Hemingway gives to the woman past fifty. And her own prestige as a landscape painter is the proof and inspiration of her message.

She declares, "A woman past fifty, after she has reared her family and done the expected things, has a lot of time which she is likely to squander in search of amusement. If she could only realize that this is her opportunity to study, to perfect herself and especially to enjoy herself!" And the word "enjoy" was emphasized not only by her voice but by her happy, enthusiastic expression.

"Not all avenues of art are open to the middle-aged woman," she went on. "Her fingers are too stiff for the piano and usually the voice breaks. But with time and determination there is no reason why she cannot paint or model the beauty around her."

Grace Hall Hemingway moved from her birthplace, Chicago, to Oak Park, a

Wars and Their Cure

By Aline Trimble

The "tragic paradox" of a world that wants to avoid war, yet is unwilling to pay, in terms of curtailment of national sovereignty, the price of peace, was the theme which, like a sinister obligato, ran through the sessions of the Ninth Annual Conference on the Cause and Cure of War, held January 16 to 19 in the Hall of Nations of the Hotel Washington, Washington, D. C. But while the five hundred delegates, representing eleven national women's organizations in the United States whose total membership numbers millions, were oppressed by the tide of nationalism that sweeps the world, realizing its imminent threat to peace, they refused to be confounded by it.

They recognized that certain retreats have been made on the peace front. But they enumerated the advances, launched a new drive to win adherence of the United States to the World Court, reiterated their stand for a reduction of armaments and an embargo on arms, and made plans for consistent and persistent public education toward the abolition of war.

One specific citation of progress was a resolution passed at the opening session Tuesday morning, presided over by Mrs. Carrie Chapman Catt. It commended the administration, the Secretary of State and the Commission for actions at the Pan-American Union Conference at Montevideo.

Walter W. Van Kirk, secretary of the Department of International Justice and Goodwill of the Federal Council of the Churches of Christ in America, who spoke Tuesday noon, listed the following advances toward world peace during the past year:

1. Withdrawal of marines from Nicaragua.
2. Policy of the Roosevelt administration toward Cuba.
3. Recognition of Russia by the United States.
4. Acceptance by the Roosevelt administration of the principle of consultation with other nations whenever war threatens. "Slowly but surely we are being forced to abandon our position of political isolation from the rest of the world."

5. Abolition by the World Disarmament Conference of the so-called aggressive weapon.

6. Information gained in recent months regarding traffic in arms and munitions. "It must now be clear to every thinking person that progress toward peace will be painfully slow until the manufacture of arms and munitions is nationalized or placed under strict national control and the international traffic in arms and munitions is placed under strict international control."

7. Agreements for reciprocal trade pacts between our own and Latin American countries, the successful outcome of the Montevideo Pan-American Congress, and declared willingness of the administration to abrogate the Platt Amendment to the Cuban constitution.

Frank H. Simonds, well-known author and journalist, addressed the Conference on the future of the League of Nations.

"The League has not failed," he declared emphatically, "and can not

the maintenance of world peace. We refer to the refusal of the British Parliament to ratify the Protocol of Geneva which was designed to provide the League with the physical means to carry out its decisions in case of aggression. We refer to the refusal of the Japanese government to observe its pledges expressed in the Covenant of the League and repeated in the Kellogg Pact, when it saw in the Manchurian question a matter of national life and death. We refer to the German refusal to remain in a League through which it could not obtain parity in armaments, because the demand for this alleged right bulked larger in German eyes than any question of world cooperation or world order. We refer to the French employment of the League as an instrument to insure national security without concern for the fact that to transform the Geneva institution thus must destroy its international value. We refer to the Italian attempt to amend the present constitution of the League in such fashion that all the vital questions of peace and war may be transferred to a conclave of great powers in which Italy hopes to play a role utterly impossible for her within the League, itself.

"Practically," declared Mr. Simonds, "the League of Nations has been like a sovereign remedy for a common disease, which has been permitted to rest on the shelf, a remedy which every nation has earnestly recommended that its neighbors use, but all peoples with identical unanimity have refused to employ themselves.

"If the League is to survive, if it is to perform any part of the larger tasks for which it was designed, that survival will be assured not by tinkering up the existing machinery but by producing a domestic reaction in all countries against the present spirit of intense and uncompromising nationalism which has already nearly destroyed the League and actually brought us to the very threshold of a new war."

The folly of talking of peace until the ever-increasing friction brought

What About the Dollar?

A series of articles on the money problem by Norman Lombard will begin in an early issue. A well-known writer on finance and economics, Mr. Lombard has been since 1926 executive director of the Stable Money Association. He is well able to give Independent Woman readers the clear understanding of this complex subject so vital to any real comprehension of current problems

fairly be described as having failed because it has never actually been employed.

"When we speak of the failure of the League, what in fact do we mean? We refer to the refusal of the American people to consent to any infringement of their own sovereignty incident to assuming responsibility for

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The Public be Informed!

Not damned, nor yet "always right," the long-suffering consumer can get fair play only through better "buymanship"

By Carol Willis Hyatt

How will these stockings wear?" Jane Edwards had only a few moments during her lunch hour to do some necessary shopping.

"We have found them very satisfactory," the saleswoman told her. So Jane bought three pairs and hastened back to work.

Even if she had had an hour to spend selecting those silk stockings, she would have been able to garner very little exact information about the relation of price to wear. The saleswoman could have told her what gauge the stockings were, which means merely the number of needles over which they were woven. She could have reminded her that the standard length for women's hosiery is thirty inches—a specification established with complete indifference to variations in feminine anatomy. Even then Jane could not know whether or not the manufacturer had economized on silk by stretching the stockings to the specified length. If so, they might shrink a size in the first laundering. Having had no training in buymanship, it probably never occurred to Jane that the amount of twist given each thread had a relation to their resistance to snags and runs.

Since most of us buy from twenty-five to fifty pairs of silk stockings a year—a sizable item in the clothing budget—it seems incredible that so little information about wearing qualities is available. Neither Jane nor any other woman can determine which priced stocking is the best investment of her money except by the expensive trial and error method. Price in this commodity, as in most others, has ceased to be a guide to quality. In her effort to protect her own purse by shopping around for the cheapest wearable products she can find, Jane has been unwittingly encouraging the vicious kind of competition which has resulted in sweated labor.

When Jane buys a silk dress her problem becomes even more complicated than when she selects a pair of stockings. Since she cannot set up an expensive testing laboratory of her own, she has no way to determine

how much is silk and what percentage is the tin used for weighting. If the fabric has been excessively weighted it will pull out at the seams and split after a few wearings. She cannot know, either, whether the fabric is natural silk or synthetic. Rayons and other synthetic fibers may make as stunning a frock as real silk but they require quite different treatment in cleaning and pressing.

When she spends her money for food, Jane buys almost as blindly. More effort has been made to establish definite quality classifications for food products because the distributor had to have some generally accepted standards on which to base prices paid to the producer. But knowledge of these grades by which jobbers buy and sell are not usually passed on through the retailer to the consumer. For many years the Bureau of Agricultural Economics has been working out grade distinctions for fresh fruits and vegetables, dairy products, meat and canned goods. In a few places beef and lamb ribs stamped with the grade names are sold in retail markets.

But here, too, the problem is difficult because of the variety of grade names. Meat may be special, prime, choice or commercial. Eggs are called special, extra, standard or trade. Fresh vegetables are graded by big jobbers as fancy, No. 1 and No. 2. Jane and thousands of other women have no time to stop in the crowded routine of earning an income to take a short course on grade names. Many students advocate that all food products follow the precedent established by the government grades for canned goods, where simple label names such as A, B and C are used. Then the buyer can readily understand the rank indicated by the grade mark.

Out of the present chaotic conditions, with confusion as to grade names on the few products which have been studied and a complete lack of exact knowledge about the qualities of the thousands of commodities women must buy, one simple fact is forcing the attention

of government officials and consumers alike. We must have informative labels to guide the over-the-counter buyer. Large quantity buyers, such as the government, industries and large institutions, now save millions of dollars by buying according to carefully studied specifications. Until we have such information on labels neither Jane nor any of her thousands of sisters can possibly know whether they are getting the right value for the money they spend.

The first step toward establishing adequate informative labeling for consumer products has been taken by the government. Information about this move is included in the *Consumers' Program Kit* which is available without charge to every club. The Conferences on Better Buymanship which members of the National Federation of Business and Professional Women's Clubs have been urged to present during February were planned to give business and professional women knowledge of the new trend in government and the problems that the new government agencies for the consumer are facing.

The greatest of these problems is that Jane and the rest of us never have thought of ourselves as consumers. We have fought for a place in the business and professional world in order to assure us a right to earn independent incomes, but we have accepted as complacently as have the men the unequal bargaining power we must exercise when we use that income to acquire the necessities of life.

People have considered their role in society on the basis of wage earning capacity for so many years that today they look first to discover whether emphasis on the consumer viewpoint is going to injure their own private enterprises rather than considering what it will do toward re-establishing their spending power. Yet Dr. William F. Ogburn of the University of Chicago declares that the purchasing power of the individual income can be increased by

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Etiquette for Office Hours

By Elizabeth Gregg MacGibbon

Long before the Government appropriated for its own use the word "code," there was a crying need for a code of etiquette in business. Such questions as "Should the secretary ever be introduced, and if so when?" and "How can the boss's invitation to lunch be declined and the job still held?" kept bobbing up, with no Emily Post of the business world to answer them.

Although a well-known handbook for secretaries recommends the study of social etiquette as an aid in handling difficult personal relationships in business, my observation is that knowing one's way about socially is not sufficient in the office. In the first place, the situations are seldom the same, and even when they are the procedure is different. Imagine the feelings of a business woman if the men in her office should suddenly decide to be socially polite and rise in a body when she entered the room, or race to open the door when she departed! In the second place, while one's personal friends are usually handpicked because of congeniality of tastes or interests, it can't be said that the employer chooses the office force with the same thought in mind. That motley crew, presenting a cross-section of practically every known race, creed, culture, and previous occupation, has been assembled solely for its ability to get out the work. And having once been hired, these individuals are thrown together pell-mell, and expected to get along. The wonder is that they "meld" so well—these men and women whose only reason for association is that their time has been bought by the same firm.

The well-bred woman brings three

things from her social experience that help her business manners—consideration for others, a well modulated voice, and the habit of being well groomed and appropriately dressed. After that, except that along with the other women she will help set the tone of the office, she is on an uncharted sea. True, she will find in most businesses a few unwritten rules about what can and what can't be done in that organization, but since these rules represent the assorted ideas of the heads of the firm, tempered by the views of employees, they may not be of much use to her.

By dint of trial and error and by observing other women she admires, she eventually arrives at a code of her own which serves her in most instances. She learns that an impersonality not found elsewhere is required in business, and she therefore chloroforms her emotions during business hours. She may suffer some embarrassment in learning that the sociability which makes her loved by her friends is considered mere gab-biness in business and that she must "cut out the pink tea manner." And how she does learn that chivalry—which happily still exists in her evening and week-end world—is not to be expected in business!

Recently some one remarked to me that girls beginning business today do not feel the lack of chivalry among their business associates so keenly as did women who entered the business world during a more formal social era. I'm not so sure. Women accustomed to business have no desire to trade on their femininity, but are complimented when their sex seems to be forgotten and they are treated just like the men in the organization. Many of the younger generation haven't learned this yet.

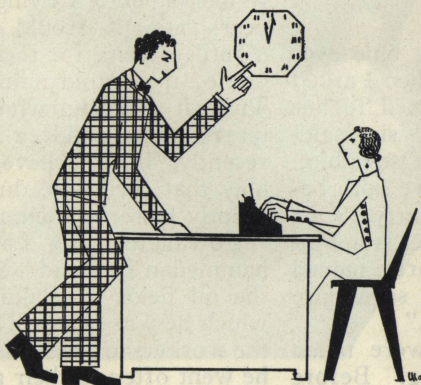
For example, within the past year a modern girl of my acquaintance, in

her first job after leaving college, out-distanced her mother's generation in demanding chivalrous attention in business. She was working as stock girl in an exclusive specialty shop, and one day as she was about to get out of the elevator with her arms full of dresses, she noticed her employer in front of her. There arose from this girl's unconscious such a deep and powerful protest against his unspeakable manners in getting out before her that almost without knowing it she brushed him aside, with a, "Pardon me, Mr. Blank," and dashed out of the elevator ahead of him. When he too was outside he asked her name, and then with an elaborate bow said, "I beg your pardon, Miss Blank."

Strange to say, she did not lose her job, probably because the man had a keen enough sense of humor, or of the humanities, to realize that this young person who was putting him in his place did not see that, carried to its logical conclusion, her insistence on social manners in business would quickly put all women out of the business world. For, if she was right, after following her from the elevator, he should have relieved her of the dresses, carried them to the stock room, hung them up, and then seen to it that in the future there were men to do this too-hard-for-feminine-backs work.

Whether they know it or not, many women who now sit behind executive desks got there partly because of their good business manners. More than once as they have risen in authority and responsibility they have been chosen over others of equal ability,

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Sovfotos

Claudia Schacht, champion woman parachute jumper in Russia, starts earthward

Soviet Women "Take Off"

By
Fay Gillis

Should women be allowed in Soviet aviation?"

Ten years ago the request of twenty-four-year-old Zinaida Kokorina to be given an opportunity to fly, brought this question to a showdown. She had read and heard so much about aviation that she was determined to make it her profession in spite of masculine opposition. That there never had been a Russian woman flyer was no reason why there shouldn't be one. Her determination overcame protests of the men who were convinced that aviation was solely a man's game, and she was given a chance to prove that women are equally capable of piloting planes.

The fact that there are women in every branch of Soviet aviation today is proof enough that Zinaida made good. Her success has been an inspiration to girls all over the Soviet Union to follow her in this comparatively new but most interesting field of endeavor.

"Women are just as good as men are in aviation. They merely haven't had time to prove their true worth," said Zinaida shyly as she traced the outlines of the ink spots on her desk blotter with a pencil. Her long fine hands with their shapely nails suggested a leader and an organizer rather than a worker. Her naturally curly brown hair was scarcely in harmony with her classical features and her deep-set, piercing blue eyes.

When I asked why she left military aviation to enter the civil field she replied, "Civil aviation is newer and therefore more interesting and as an

inspector I have much more responsibility than I did when I was just a flyer in the army." Zinaida is chief inspector for Osoviahim and spends a good deal of her time flying the air routes of the Soviet Union checking the activities of students at the various Osoviahim schools, as well as work of pilots on the air lines.

She was wearing her official uniform, the regulation dark blue suit of the civil aviation corps, but instead of breeches she had on a trim blue skirt, while black oxfords and cotton stockings replaced the usual masculine high-topped black boots.

Zinaida Kokorina was born in a small town in the Ural mountains near Sverdlovsk. Her father, who was a worker, died in 1902. A theoretical education did not interest her as did the active life of a flyer, and after much masculine opposition she was given an opportunity to work in her chosen field. Before she left the army she had piled up nearly a thousand hours of flying on observation and pursuit planes.

Zinaida's blue eyes twinkled as she laughed when I asked her if her husband objected to her flying. "Of course not," she said, "he is also a flyer for Osoviahim. We are both flyers, and we both belong to the Communist Party. Our son, Vcevolod, who is nine, is a Pioneer, and our daughter, three, named after me, is an Octobrist, so we are an All-Communist family."

Both of the children were taken up for a flight last spring. Before

his first ride in an airplane, Vcevolod was bored by aviation talk, but now he thinks he might like to grow up to be a flyer like his mother and father. Little Zinaida is still too young to discuss her plans for the future, but she will have a hard time resisting her mother's enthusiasm for aviation.

Zinaida refuses to be impressed by the fact that she is Russia's first woman flyer, by reason of her ten years' flying experience and the important position she holds in Soviet aviation today. When I asked for her photograph she said, "I haven't any pictures of myself. What difference does it make what I look like? I'm just one person and not important. It's the future of aviation that counts." Thus Zinaida goes quietly about her work, shunning publicity. She consented to talk only after I had convinced her that I would write about her, interview or no interview.

Laylu Mamedbekova is also eagerly looking into a flying future. Six years ago it would have seemed a futile dream, for then she was still one of the untold numbers of veiled Turkish women, who are sold in marriage as children and who, till recently, have believed unquestionably that their sole duty in life was silently to serve their masters.

Fortunately for Laylu, her Mohammedan husband was a worker in the oil fields of Baku, the town in which he was born. The meetings of the workers aroused his curiosity and he went often to their gatherings, the

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better to understand these strange doctrines which were so different from the things his Mohammedan father had taught him. When he began to comprehend the meaning of the meetings he insisted that Laylu go with him, which she did, being a dutiful wife. Today she admits that, sitting in a corner with her face covered by her veil, she felt that she didn't "belong."

After some years of persuasion on the part of her husband, she finally consented to take off her veil. That was in 1928. As both her mother and father were dead and she had no close relatives, there was no family opposition to her change in faith, but several of her women friends have been killed by relatives for discarding their veils. Laylu has never regretted her new freedom and she ceaselessly works toward the emancipation of the women of her old faith.

Laylu was born in Baku, the capital of Azarbaujan, within the Soviet Union, twenty-four years ago. She lived in a one-room hovel with her father and mother. When she was thirteen her father, who was a cobbler by trade, sold her in marriage for 500 gold rubles to a lad of nineteen. Today Laylu is a flying instructor at the civil aviation school in the town where she was sold eleven years ago. Her husband has left the oil

fields and has now become manager of a bank in the thriving oil metropolis. He is a member of the Communist party to which Laylu hopes to be admitted soon. They have two sons, Roustam, five years old, and Ferudi who is eight. The elder boy is certain that he wants to be a flyer like his mother.

When I asked Laylu why she had become an instructor she answered, "I really prefer to fly as a pilot on the air-lines,



Above is Laylu, who changed her Turkish veil for a flyer's helmet, with her younger son; to the left Sumarokova, only woman officer in the Red Air Corps



Off to sow from the air the vast and fertile fields in the Middle Volga Region

but nevertheless I took the position as flying instructor in Baku so I could be with my husband and children." Another modern woman combining a career and family life. The first time I saw Laylu she was standing with a group of students, singing, around the piano in the recreation room in the main building of the civil flying school in Moscow. She graciously consented to be interviewed, and her friends gathered round our chairs while she told the story of her past. They all seemed proud of Laylu, who is the first Turkish girl to be admitted to the Soviet air corps.

She was dressed in the regulation blue civil aviation uniform, but unlike Zinaida, she wore high black leather boots which are the usual summer flying footwear. Her black hair, until recently reaching to her knees, was cut according to the rule of the school. While they are in training, all women flyers must bob their hair. It was pointed out that short hair (Continued on page 59)

The Business Woman's Bookshelf

By Ann Sprague MacDonald

Motion pictures are an integral factor in American life. Adults regard them simply as amusement, but children and youth, impressionable and receptive, are almost certain to be strongly influenced in ideals and conduct by what they see upon the screen.

Children are our citizens of tomorrow, shaping our American future, so the influences which mould them are of the utmost moment, not only to teachers and parents, but to all of us.

Studying the picture output, not from the angle of the charmed, bored or disgusted adult, but from the standpoint of its effect upon the malleable young, we should ask ourselves this question: "Do we wish American youth to be shaped by the Hollywood vision of life, so much of it cheap and meretricious?" It is a vitally important subject and one we should consider well.

Hitherto no scientific information upon this subject has been available. But in 1928, William H. Short, executive director of the Motion Picture Research Council, invited a group of university psychologists, sociologists and educators to discuss in conference the possibility of discovering just what effect motion pictures have upon children. This meeting resulted in a scientific investigation by well-known experts which extended through four years, 1929-1932. The findings of this detailed and careful research are embodied in a series of books, *Motion Pictures and Youth* (MacMillan). The titles will give some idea of the wide scope of the investigation:

Motion Pictures and Social Attitudes of Children and The Social Conduct and Attitudes of Movie Fans, Movies, Delinquency and Crime, Emotional Responses of Children to the Moving Picture Situation, Motion Pictures and Standards of Morality, Movies and Conduct, How To Appreciate Moving Pictures, and Motion Pictures and Youth, A Summary.

Some of these books are technical and therefore primarily of interest to educators and to the scientifically trained and minded, but others are easily absorbed by the lay person.

The findings of the investigators are startling. Moving pictures are a most potent influence with our American youth. The Plumer-Hauser volume, *Movies, Delinquency and Crime*, should be read and pondered by all interested in our future citizens. Even now, when our minds are

wrestling with the problems induced by these critical times, so important a matter should receive careful attention. What use is a New Deal if the citizens of tomorrow receive their concepts of conduct, their ideals, from Hollywood?

Significant and thrilling in itself, Alice Tisdale Hobart's novel, *Oil For The Lamps of China* (Bobbs-Merrill) is also an illuminating study of a giant, impersonal American corporation controlling, ruthlessly and implacably, the destinies of its personnel in far-off lands. Word goes forth from a New York skyscraper, and in remote Chinese hinterlands the company's human pawns move obedient to its will, almost robots, so far as their personal actions are concerned. From this angle, *Oil For The Lamps of China* is a unique, remarkable social document, although this is rather a sorry phrase for so rich and dramatic a narrative.

Stephen Chase, young, ambitious, idealistic, goes to China as the employe of a great oil company, and marries. The novel relates the problems of the married pair, conditioned on the one hand by their Chinese contacts, on the other by the will of the oil company. Stephen, in the end, is defeated. He is forced to remain a cog in the machine, but finds compensation in the fulfillment of his married love.

Many of the characterizations are unforgettable, both among the Chinese depicted and among the company personnel. A novel of unusual dramatic interest, and real significance.

Even if some of us are not ready to accept all of the author's concepts, still *America Self-Contained*, by Samuel Crowther (Doubleday, Doran) is a book no intelligent and forward-think-

ing person can afford to leave unread.

"Today," says Mr. Crowther, "for the first time in her history America is able to depend upon her own resources. There is hardly an important commodity we need import. We are a self-contained nation; we have ready to our hands all the ingredients for a perfect freedom.

"We must choose whether we shall take what we have and, making our isolation more complete, shape our own destinies, or whether we shall break down our isolation."

Mr. Crowther goes on to say that no nation is free if its daily bread can be withheld by the needs or pleasure of some other nation; that the world has learned that political liberty without economic liberty is an empty shell. Just as it was given to the United States to begin a new era in political freedom, now that—through the labor of her scientists—she has become wholly self-sufficient, he recommends a new political economy of freedom.

Mr. Crowther's concept is based upon a searching study of our political and economic history. His chapter upon tariffs is clear and simple. One can at last understand this intricate question. There are many chapters on trade, foreign and domestic, of equal interest.

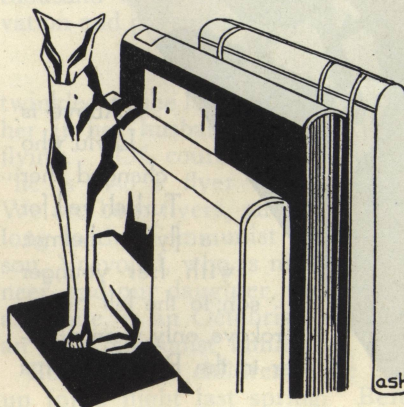
America Self-Contained is a stimulating book, provocative of thought, perhaps of argument. If one does not agree with all the author's ideas and conclusions, still his book is notable and decidedly worth careful and unbiased consideration.

Perhaps the most dynamic and interesting personality in the American theater is Eva Le Gallienne, who, in her autobiography, *At 33* (Longmans) has set down the story of her life and the record of her amazing career.

An American by adoption, Miss Le Gallienne was born in London, the daughter of Richard Le Gallienne, the poet, and his wife, a talented Danish writer.

Brought up mostly in Paris, Eva's adoration of Sarah Bernhardt fostered her aspirations for a career in the theater. After a number of lean years, devoted to acquiring her art, she appeared in "Liliom" and "The Swan," which established Miss Le Gallienne as one of America's most brilliant and applauded stars. But the aspiring girl was not content with mere prestige and money, for she had a nobler dream, the dream of establishing an

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Capital Comment

By Ruby A. Black



The real New Deal, the long-time policies of the Roosevelt administration, are at last being clearly outlined against the emergency program which dominated the first ten months of the Democratic regime.

These plans have been there all along, being altered in detail as experience indicated and changing circumstances required, but nevertheless retaining the same purposes. The President, at first, rarely talked explicitly of them. Hints were given by him and by his associates. Emergency devices fitted into the permanent policy, and were signposts marking out a new road.

But some leaders who wanted the New Deal to be a real revolution chafed because they could see no permanent and sweeping plan. Leaders who wanted it to be merely a restoration of 1928 "prosperity" or, more wisely, a return to 1926 "stability," still had hope, although they, too, were restless as they watched some of the trends.

Conservatives like Senator L. J. Dickinson of Iowa, who constantly preaches a return to "first principles" and thrift and balanced budgets and rugged capitalism, now shake their heads sadly and say, "This is far more than recovery or relief. It's a revolution," and seem surprised when they do not find people either rushing to the cyclone cellars or mounting the barricades.

Liberals like young Senator Robert M. La Follette, Jr., of Wisconsin, and veteran Senator George W. Norris of Nebraska, now look happier than they have ever looked. But old-time anti-monopolists and agrarian reformers like Senator William E. Borah of Idaho utter their fears that the NRA will wipe out small businesses and further concentrate wealth—a tendency which some temporary conditions actually indicate.

To be sure, in re-making the economic life of a country, many people, some big, some little, are bound to suffer. Because this administration obviously cares about only one thing—the comfort and security of individual human beings—it has sought to hurt as few as possible, to achieve the "revolution" confidently, without pain or fear on the part of the whole people. The leaders appear to attach very little importance to method, to labels, to maintaining any fixed principle except that of creating out of the chaos of March, 1933, an economic system which will work for all the people throughout the entire country.

Thus no beautiful blueprints were laid out, no grandiose program announced. That is what deceived conservatives and radicals alike, made both impatient and doubtful, caused both to plead or to inveigh, and to come away unappeased—although often quieted.

The most tremendous and probably the most fundamental plan of the administration is that for the most economic use of the land and water resources of the country—what the President has referred to as "restoring the face of nature." This face-lifting process involves nearly every aspect of the so-called recovery program as well as the long-range plan, and it has been started, experimentally, locally, tentatively, under the emergency measures.

The land-water policy involves removing from commercial agricultural production what Dr. Rexford Guy Tugwell calls the "sullen soil" upon which "farming people find themselves hopelessly trapped." It means growing the forests anew, rebuilding the eroded land, clearing the polluted streams, adding to rich soil the element of water or of transportation, or even of accessible population needed to make it profitable. Different aspects of this program have been started in various subsistence farms, such as the forest-farm project in Wisconsin, where farmers move from their cut-over and eroded land to richer land, nearby, and make a living there, while reforesting, with Civil Works pay, the old land which the government buys from them.

It means making grass and trees grow along the gullies that gut many rich valleys, gradually refilling them and making the land rich again and stopping the floods that take lives and homes. Ten soil erosion projects to reclaim a million acres are started.

It means putting the rivers to work as producers of cheap electricity for homes and farms and factories and as highways for boats and barges. Already the vast Tennessee Valley project is emerging into dams and homes and farms and factory sites. Plans for the Mississippi Valley and the Missouri Valley are being quietly worked out. The Boulder Dam project is being expanded.

President Roosevelt hopes that a national and permanent plan for all kinds of public works like these, involving about

\$500,000,000 a year for, say, twenty-five years, can be completed and adopted within a year or two, to be paid for out of current revenues.

This plan means, obviously, a great but slow shifting of the population, not only the farm population from stingy land to lavish soil, but the city population from dark slums to bright villages, from two-by-four apartments to homes with sunshine and trees and grass and milk and fresh vegetables for the children of factory and office workers. This, too, has been started. Garment workers are moving from their airless, sunless tenements in New York to a New Jersey countryside, and their factory will be with them. Bruce Beck, inspector for a Dayton (Ohio) transportation company, Mrs. Beck and 6-year-old Robert are sitting by their unique middle-of-the-room fireplace these nights, the first family to move into one of the new homesteads.

Workers stranded by dead or moribund steel and coal and lumber industries in West Virginia, Tennessee, and Alabama are about to move to farm-factory projects where they will grow their food and earn money in private or government-owned factories established in connection with them. In twenty years they will own the homes the government is building for them, with plumbing and electricity, and, as some of the West Virginia women begged of Mrs. Roosevelt, "a bed for each member of the family."

It will probably mean that the skyscraper office buildings and apartment houses of New York and Chicago will never be filled. That is an example of how somebody is going to get hurt that others may have their hurts healed.

The President and Mrs. Roosevelt and dozens who counsel and aid them dream of a better home life for all the people,

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Know More Than Your Job

By Dorothy Thomas

Today a lot of us are all dressed up with the right education and training and have no place to go. In spite of this it's more important than ever before for us to consider what we *want* to be, to examine our gifts and possibilities and then check them with the actual facts about the special business or profession that calls us. If success consists of making the most of what we have, it also consists of finding a market for what we have.

In July, 1933, many members of the National Federation attended the Institute of Occupations, held in connection with the Biennial Convention in Chicago. Those who took part in the round table discussions on thirty different occupations were representative of every state in the Union. The ideas and opinions of women with such broad contacts and wide experience certainly ought to be as valuable as statistical facts gathered in a more formal piece of research. Miss Frances Cummings, director of education for the Federation, has compiled this material—the honest, up-to-date opinions of successful women—into thirty vocational pamphlets which ought to be useful to many bewildered job hunters who are taking stock of themselves in this changing world.

After reading these thirty pamphlets, covering as many fields of work in which women today are actively engaged, the thing that stands out most in one's mind is the stress all of the speakers put upon social consciousness and awareness of what is going on in the world about us. Over and over again the delegates said, "Know more than the work on your desk." "Do something stimulating and cultural outside of your job." "Keep mentally awake to the social and economic changes." "Keep your ear to the ground." Mrs. Rosa Cunningham of Des Moines, Iowa, said, "The road to success is literally paved with reading, for there is a constant necessity to keep abreast with the political and social times."

We must all recognize that Mr. Humpty-Dumpty Civilization is sitting precariously on the wall, and nobody knows which way he will fall or which king's horses will put him together again. There is an undeniable trend toward shorter working hours and a wider distribution of what work there is left to do in the world. We are slowly and painfully adjusting ourselves to the horrible idea that there

Versatility is at a premium in our present topsy-turvy civilization. The findings of our Occupational Round Tables show that the race is to the adventurous, as well as to the strong

simply isn't so much *work* necessary as there used to be in order to keep us all fed, clothed and housed. It seems hard to adapt ourselves to the easier world that science and mechanical invention is offering us. How that adjustment is made makes a difference to every nurse, stenographer and lawyer of us. For instance, librarians must recognize the fact that with more leisure there is going to be a wider use of libraries; new departments will be opened and developed. By keeping alert we can see opportunities coming and not only be prepared, but be the first on the spot to take advantage of them.

We can also make our influence felt in our own communities, do what we can to make business men and politicians socially minded. As nurses and doctors, we see the stupidity of having private physicians' offices empty while clinics are crowded and under-staffed. As nurses, we see the injustice both to ourselves and to the sick poor who can not afford us, in the present unfair distribution of medical care. Why shouldn't we agitate for some sort of group clinic or socialized medicine? As social workers, we see the cruelty of our going jobless while the world is full of suffering humanity that needs to be ministered to.

We all long for permanence, we yearn to settle down into a nice comfortable rut. But if ever there was truth in that wise axiom, "The only permanent thing in life is change," it is today. It is women who have adjusted themselves best to new ways of life in this depression. "The Hop Light Ladies" was a woman's emergency organization designed with the idea of finding any sort of temporary job for women who had been let out of positions for which they had spent years training. Teachers, librarians, secretaries turned their nimble fingers to making window boxes, painting the interior of houses, conducting portable bookstalls which they had made themselves. Certainly not ideal, but at least they kept themselves alive.

Returning to the findings of our Convention Round Tables, Mrs. Cunningham, the delegate from Des Moines, bears quoting again. Though she was speaking of the investment and banking business, she might well have been referring to all business and professions when she said, "American business may be on the road back, but it is apparent that it will not be the same road. It seems rash to make any statement in reference to the future of any field while the future of American business itself is on the lap of the gods. There may emerge so many new methods that both men and women may have to establish a new set of qualifications in view of the possibilities thus created."

These alert women don't fool themselves, and they admit that jobs for the *average* woman never were so scarce. Over and over again they said, "There is room at the *top*." "No business or profession is closed to the exceptionally *competent, well trained* person." "There is always a chance for the trained woman with vision and ideas." "The opportunities are for leaders, not learners."

Another view one met in every field is that there are greater opportunities in the small cities, towns and in the rural districts. So, young woman, besides going *Mae West*, go west. Or even stay at home. The trek to the big city is passé.

One gathers from these vocational pamphlets that one must at once be highly specialized and a Jill of all trades. One certainly can't be afraid of new ideas.

The women who participated in these Round Tables all seem fairly confident that we are tending toward a highly socialized world; a world where we—as symbolized and represented by our government—are our brother's keeper in a very literal sense. It follows then that the field of social relations is the most hopeful.

It is certainly a wide field, as it embraces so many occupations. It certainly includes the various branches of medicine, nursing, teaching, personnel and employment management, music, the theater, radio, motion pictures, library work, home economics, hotel and restaurant management. And of course "social service" work itself is expanding.

One of the most helpful things these women have done for us is to list the variety of jobs possible in their special fields. I think most women would be sur-

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The A B C's of Taxation

By Mabel L. Walker

Executive Secretary
General Welfare Tax League

We have all met the woman who gloried in the fact that she couldn't keep the stub of her checkbook. To such a woman a knowledge of taxation would, of course, have been taboo. Happily the "don't bother your pretty head" philosophy is rapidly becoming a thing of the past and there are now many women who not only understand and manage affairs of personal finance, but also seek to take an intelligent interest in problems of public finance.

If we are to accept Jung's theory that the outstanding feminine contribution is a sense of relatedness as opposed to the masculine grasp of facts, we may come to realize that the feminine type of mind is particularly well suited to this field, because a keen grasp of public finance depends upon the visualization of relationships among a great many diverse things. On the one hand we have the abstractions of political philosophy with its endless debating upon the proper sphere of government; on another the sociological questions involved in a community standard of living; on still another the psychological difficulties engendered by graft, bossism and similar evils; again the ethical and economic problems inherent in the revenue raising process; and finally, the technical details of legislating, budgeting, collecting, accounting and purchasing. The synthesis of these complex elements may lie as readily beneath a permanent wave as under a silvery dome.

The science of taxation, if we may call it such, is still very much in the making. Certain trails, however, have been marked out, and the novice will do well to become acquainted with these generally accepted achievements at the very outset. The most casual grasp of some of the rudi-

mentary principles on the part of the average citizen would go far toward clearing up the chaotic situation with respect to our revenue systems.

Taxes are a payment for goods and services, just as checks sent to the automobile dealer, the dress shop, the grocery and the electric light company are. This fact is not clearly sensed by many people who eagerly reach out one hand for governmental services and at the same time most reluctantly yield up tax payments with the other. They do not realize the fundamental connection between the two transactions.

This lack of understanding may be partly accounted for by the fact that there are certain distinctions between taxes and payments of other kinds. There is a compulsion about payment of taxes that is usually, but not always, absent from other transactions. Also, in the case of other payments, we pay in proportion to what we get, and frequently as we get it. Most of our taxes, however, are paid annually. There is, moreover, no necessary connection between the amount of taxes an individual pays and the amount of governmental service which he receives, although there should be the closest correlation between the amount of taxes which the entire body of citizens pay and the amount of service which they receive. A destitute and handicapped child may be receiving free food, shelter, clothing, medical care, education, vocational guidance and recreational and cultural advantages from the government and pay nothing for it. This brings us to a consideration of one of the major problems of taxation—the theory to be applied in raising revenues.

There are few who would dispute the classical canon that a tax should be "equitable." It is much harder to get agreement concerning what constitutes an equitable tax. We might say a poll tax is just because it falls on all alike. We do not have to progress far to realize the superficial nature of such a conception. We might make another stride and say a just tax was one that was levied in accordance with the cost of the governmental service rendered, or in proportion to benefits received from service.

In a supplementary way both of these principles can be employed. Postage, water rates and some other charges for governmental services are figured to some extent on a cost basis. The benefit theory is also utilized somewhat in connection with special assessments and gasoline taxes. But for most of the governmental services the principles of cost and benefit both break down, simply because we cannot allocate the costs and we cannot determine the benefits for individual citizens. Would we charge the whole cost of maintaining the city fire department to the few unfortunates whose homes caught on fire during the year? The poor man might find it more economical to let his house burn down than to turn in a fire alarm and become liable for heavy fire-fighting costs. On the other hand, how can we say how much it is worth in dollars and cents to a man to have the city health department stamp out diphtheria and prevent the illness and possible death of his children from that disease?

The breakdown in actual practice of these theories, for all but supplementary forms of revenue, forces upon us the acceptance of the ability-to-pay-theory of
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Drawing by Delos





Governor Horner received the Illinois State board at the executive mansion during a recent meeting in Springfield

Club Notes

CALIFORNIA

To further interest in international peace and good will, the Oakland club, together with the Soroptimists, observed their second annual International Day November 9. Officially proclaimed by the mayor and accorded columns of newspaper space, the festivities—including folk dances and singing, foreign exhibits, and an address by Dr. Paul Cadman of the University of California—lasted from noon till midnight. Quite a sum was realized for work of the International Institute among the foreign-born. Success of the affair indicates that International Days might well be undertaken by clubs elsewhere. . . . As NRA cooperation, the Los Gatos club sponsored in November a "Consumer's Dollar Day" to stimulate local business. . . . Women's right to hold jobs outside the home was warmly championed at the November 15 meeting of the Eagle Rock club, held to consider pending legislation of especial interest to women. . . . The Civic Section of the San Francisco club pledged itself to support the Ten-Year Objective, and now enthusiastically endorses the panel discussion after several successful meetings at which this method of discussion was featured. . . . The Riverside club sponsored the dinner December 14, which was part of the Institute of World Affairs held one week annually at the Mission Inn in that city. . . . An address by Ruth Comfort Mitchell,

author and state international relations chairman, and an emblem pageant featured the December 6 meeting of the Hanford club.

NEW YORK

To help women who need to change occupations, a number of scholarships for business and vocational re-training are to be opened by the New York League, according to an announcement at the dinner November 27. Under the direction of Mrs. Jane Ogle, chairman of education, the membership was divided into ten occupational groups, each of which presented one section of the dinner program. There were a number of talks by authorities in the different fields, and several "stunts" such as the parade of women dressed to represent books about women in business. A book was the prize for the member who guessed the greatest number of titles.

NORTH DAKOTA

A playlet, "The First Business and Professional Woman," is bringing the Devils Lake club no little renown in their district. First written and staged for members, it later was in demand for city entertainments and was presented at Langdon, seventy-five miles away, when the club there reaffiliated with the Fed-

eration. A study club has been formed for members desiring to keep informed about current problems. . . . The Bismarck club is co-operating with the local branch of the American Association of University Women in sponsoring public forums. C. L. Young spoke on the Cuban situation at the first forum, and a lively discussion ensued. The club raised \$300 to contribute to the fund, sponsored by local music clubs, to retain the music supervisor in the city schools.

MICHIGAN

The Ann Arbor club, in cooperation with the Ann Arbor Teachers' club and the University Laboratory School Teachers' club, sponsored an open meeting in October which was a panel discussion on community problems. A constructive suggestion was the proposal to organize a "fact finding" group to secure and lay before the public, significant information about the operation and expense of government. . . . A specific community service has been undertaken by the Kalamazoo club. It is meeting the expense, which the city could no longer do, of keeping a gymnasium open one night a week for men and boys, and is organizing a class of girls. The club has been awarded the President's Trophy for efficient work. Mrs. Frieda Blankenberg, a member of the Kalamazoo club, was elected to the

INDEPENDENT WOMAN

City Commission November 7, receiving third place. . . . Despite the illness and death of its president, the Lansing club has had an active year and was awarded the Lena Lake Forest Trophy for the most outstanding piece of work in the state. . . . A member of the Bowating club of Sault Ste. Marie, Mrs. Mary A. Ripley, is not only the first woman postmaster of that city but also is the first woman to be in charge of a first-class postoffice in the entire state.

CONNECTICUT

Capital and Labor" was the subject for the discussion group meeting of the Waterbury club on January 18, and "Truth in Advertising" on January 4, while Mrs. E. S. Robinson spoke on "Legislation" at the regular business meeting on the 2nd. The month was a busy one socially with two informal "at homes," a card party and a cabaret. . . . The Stamford club gave its regular Christmas party for children December 18 and a tea in honor of new members on the 10th.

NEW MEXICO

A panel discussion on "The Building of a Program" featured the meeting of District No. 1, held at Deming November 18. All the clubs were well represented. Miss Myrtle Whitehill of Silver City was elected district chairman for the current year. . . . District No. 2 held an organization meeting October 28 at Las Vegas. . . . The Capital City club is co-operating with four other local civic clubs to promote an organization which is presenting a series of five concerts this winter. The admission charge is nominal, in order that the entire community may benefit. . . . The Clovis club has a long list of new members this year, while losing only one charter member. . . . Estancia club members are

cooperating with the Red Cross in sewing for the needy. They helped sell Christmas seals to further the health survey of the tubercular in New Mexico. . . . On October 31 Gallup business and professional women organized a club of thirty-three members with Mrs. Elda G. Mason as president. . . . Lovington worked out the club's program for the year by presenting a list of current problems, permitting additions from the floor, and taking a vote on which subjects most interested the members as a whole. . . . To do their bit for the less fortunate, Silver City club members eliminated the December dinner meeting and contributed its cost to charity. . . . The Lordsburg club has been busy raising money for the scholarship presented each spring to the outstanding girl graduate of the high school. For the third winter, the club has reorganized its "gym" class which is open to women of the town.

SOUTH DAKOTA

King Korn's 1933 palace at Mitchell last fall carried the initials of the Busi-



Courtesy Milwaukee Sentinel

Dancers at our Milwaukee club's recent Polish Night celebration

ness and Professional Women's club of that place in a circle on a panel. The letters were in red corn on a yellow background. The building was covered completely with corn, the panels depicting the emblems of the various civic organizations, the blue eagle of the NRA and formal decorative patterns. . . . The Sioux Falls club has the largest number of members in the state, according to membership reports assembled October 1, with Yankton second and Aberdeen a close third. . . . So successful were the lectures on economics given for the Yankton club last year by Dr. H. H. Savage of Yankton college that he has been engaged again this year. . . . While the Ten-Year Objective guided arrangement of the Rapid City club's programs for the entire year, the January meeting was devoted entirely to it.

OHIO

Parliament might, in Samuel Pepys' day, pass a law that women who used the "sorcery" of perfumes and cosmetics to lure men into matrimony should be burned as witches, but when and if 1977 finds women holding the reins of government, there'll be no revenge legislation against the men. Such was the conclusion of "Marriage, Old and New," the playlet by Mrs. Agnes B. King which featured the entertainment when the Southern Ohio district meeting was held in Ironton in late October. Presented in a midnight show at the Marlow theater by a local cast that Mrs. King had trained, the play won laughter and applause, especially in the third act when the panel discussion held by the all-feminine cabinet of President Rose Mary Dickens of the United States goes on the rocks over attacks on individual men, and definitely tables the anti-masculine law that had been proposed. A serious panel discussion was
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An emblem pageant, directed by Edna Gay Schaaf, was a December event of the Virginia, Minnesota, club for FEBRUARY, 1934

April Program Hints

By Rose R. Gilgan

National Magazine Chairman

To make every club member an enthusiastic booster for our Federation magazine is the first objective of magazine chairmen. Members can foster the growth and development of the INDEPENDENT WOMAN along three lines: increased reader interest, greater reader response to magazine advertisers, and enlarged circulation.

With added reader interest in view, ask your local program chairman for ten minutes at the meeting following the publication of each number of the INDEPENDENT WOMAN, to be used for a snappy, concise résumé of its content. This should not be a tiresome "review," but simply a short talk calling attention to leading articles and authors.

When April offers its opportunity for a special magazine program, mimeograph a questionnaire in the form of a miniature "Special Edition" of the INDEPENDENT WOMAN, giving members an opportunity to express their opinion of present features and make suggestions for new ones. These suggestions should be summarized by each local magazine chairman and submitted to the state chairman, who, in turn, will summarize her reports and forward them to the national chairman. Such suggestions would be invaluable in shaping the editorial policies to best meet the needs of your own club members.

Other ideas for feature magazine programs include general group discussions on material in the magazine. It is well to focus such a discussion around some central theme. A few suggestions are:

1. Vocational guidance through the INDEPENDENT WOMAN (a good theme to discuss when the high school girls are invited).
2. Does the INDEPENDENT WOMAN further our Ten-Year Objective? How?
3. Of what practical application to our own community problems was the recently completed series on civic betterment?
4. Looking at the work of other clubs through the INDEPENDENT WOMAN.
5. What features offer practical aid to the business and professional woman in her work, and in what way?
6. International affairs as seen through the magazine's pages.

"Stunt" programs have also proved an effective means of arousing interest. At Winona, Minnesota, the titles of ten articles in recent issues were acted in pantomime, the other members guessing them. The device of an oral magazine, in which the pages of a large dummy magazine are turned to introduce the speakers who impersonate the writers of the various articles and departments, has been used effectively by many clubs.

Additional subjects for discussion, and

practical suggestions for program features aiming toward better reader response to advertising and increased circulation, will be found in "To Program Builders," a copy of which may be secured through your local program chairman, or by forwarding seven cents to National Headquarters.

To enhance prestige among readers, both members and non-members, enlist the help of your local club in having INDEPENDENT WOMAN articles listed in the *Reader's Guide to Periodical Literature*. The point is of much greater importance than it would seem at first thought, for without such listing the magazine is practically unavailable to research workers. Have this matter presented at your next club meeting and ask each member to write *Reader's Guide*, H. W. Wilson Company, 960 University Avenue, New York City, asking that the INDEPENDENT WOMAN be listed in the *Guide*. Librarians inform us that a sufficient number of requests insure such listing. Letters should set forth the fact that the magazine merits a place with others of nation-wide circulation, because each issue contains articles of general interest and real merit. Such listing is, incidentally, a strong talking point in securing advertising.

As a part of the campaign for increasing the influence of the INDEPENDENT WOMAN, the magazine chairman of each club should prepare a short review of an outstanding article in each issue for publication in local newspapers.

The actual securing of advertising contracts must be handled by experts, but there are ways in which every member can render great assistance. Cordial reception of salesmen representing INDEPENDENT WOMAN advertisers is a means of securing good will, and is appreciated by the advertisers. Much valuable information may be gained through inquiries regarding advertised items, and such inquiries are helpful, but the greatest aid of all is the actual buying of advertised goods accompanied by the statement that the order resulted directly from an advertisement in the INDEPENDENT WOMAN.

We must increase the magazine's circulation. Urge that every club which has not already done so subscribe for the local library. It is highly important, also, that copies be in the library of every teachers' training school, college and university throughout the land. These library copies will add readers by thousands, many of whom are potential members. And new members are a certain way to increase circulation. Magazine and membership chairmen should work in closest cooperation. With the same effort that would be expended in securing a new subscription to the INDEPENDENT WOMAN, a new member could be brought into your local club, and every new member adds a new name to the circulation list.

Cleveland Breakfast for Federation Members

By Frances Cummings

Director of Education

The annual convention of the National Vocational Guidance Association, probably the most important in its history due to grave conditions in our country's vocational life, will be held at Cleveland, February 21 to 24, inclusive. In order that members of the National Federation of Business and Professional Women's Clubs attending the convention may meet each other and members of clubs in the vicinity of Cleveland, it has been arranged to hold a breakfast at the Hotel Cleveland on Washington's Birthday, Thursday, February 22.

Such breakfasts are now almost a tradition, since for several years delegates have met with officers and members of the local club in the convention city around the breakfast table, to share informally their experiences in furthering the cause of vocational guidance in their respective communities.

The long-standing interest of the Federation in vocational guidance has been evidenced each year by a large representation of its members at the meetings of the National Vocational Guidance Association. Several Federation members have been honored by holding office in the Association, among them Emma Pritchard Cooley, New Orleans, Louisiana; Mildred Lincoln, Rochester, New York; O. Latham Hatcher, Richmond, Virginia; Leona C. Buchwald, Baltimore, Maryland; and Mary Stewart, Washington, D. C.

Among the important Federation women who plan to attend the convention this year are Miss Charl O. Williams, first vice-president of the Federation, and Miss Stewart, national education chairman.

The breakfast is scheduled to be held in the conference suite on the parlor floor and will begin promptly at 7:30 o'clock in the morning. The price is 85 cents. Reservations should be sent to Miss Helen P. James, 2028 East 83rd Street, Cleveland, Ohio, by noon, February 21.

The Public be Informed!

(Continued from page 42)

one-fourth if consumers' interests get a really square deal.

Recently a magazine published an article entitled "They Make Us Gyp 'Em!" The author was saying, in effect, that Jane and you and I have been too indifferent as buyers to insist on knowing whether the price of an article represents a fair return to labor, producer and retailer or whether it represents unfair gouging. The business viewpoint reflects that of consumers. Before the depression of the nineties it was "the public be damned." Then came the era of "the

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public be kidded," with its propaganda, pseudo-scientific chatter and such silly slogans as "the customer is always right." Now we are entering a period of "the public be informed." And the word public has begun to mean consumers. It is believed that in the final analysis protection of consumer interests means protection of all elements in our social structure—the greatest good for the greatest number.

When the men and women assigned to the new government consumer agencies began to formulate the program for protection of the 120,000,000 over-the-counter buyers in this country, they discovered that they were representing a mythical constituency. Industry and labor came to the code hearings prepared to state the viewpoints of definite organizations. The consumer representatives were merely a handful of men and women who had studied the problems involved and knew how to avoid provisions in the codes which would affect consumer interests adversely. But when they looked around for the pressure they needed to sustain their viewpoint, there were no organized groups to back them.

The effort being made to balance the triumvirate of interests—producer, worker and consumer—in NRA and AAA can be successful only if individuals are informed about the problems involved so they can voice intelligent opinions. The Consumers' Advisory Board of NRA and the Consumers' Counsel of AAA are trying to see that commodities are marketed according to the socially necessary price, which includes adequate return to both labor and industry in the fair price to the consumer. These representatives of the general public interest believe that a consumer like Jane, for example, should not have to pay for inefficiency. She should not strive for bargain prices at the expense of sweated labor. She should be informed about the hundreds of things for which she must spend her income.

The first step Jane and other business and professional women may take toward increasing the buying power of their incomes is to write to General Hugh S. Johnson of NRA and Chester C. Davis of AAA, asking them to request appropriations from Congress for the purpose of establishing a system of informative labeling on all consumer commodities. Then they may write to their congressmen, asking them to support the appropriation request. Our government representatives follow the lead of the people, pushing only those measures which they are convinced some group of people want.

By sending hundreds of letters to Washington, business and professional women will have made history as the first group of articulate consumers, interested enough in stretching their own spending power and that of less informed consumers by taking action when action is imperative.

for FEBRUARY, 1934

Socially Correct and Always Appropriate



Congratulations by Postal Telegraph

Whether it be to the happy mother and proud father of the baby just arrived . . . or to someone whose birthday it is today . . . or to the joyful couple just married . . . or to dear friends who are celebrating their wedding anniversary — the congratulatory telegram[★] is always appropriate and appreciated. Moreover, it is extremely easy to send a telegram — just go to your telephone, ask the operator for Postal Telegraph, and dictate your message — the charges will appear on your regular telephone bill.

[★] *Congratulatory telegrams are delivered on specially designed blanks in special envelopes.*

THE INTERNATIONAL SYSTEM

Postal Telegraph

Commercial
Cables



All America
Cables

Mackay Radio

Honor Roll

The Business and Professional Women's Clubs in the cities listed below have reported securing renewals for 1933-34 of all members enrolled last year:

ALABAMA—

Fairhope
Sylacauga

ARKANSAS—

Marianna
Warren

INDIANA—

Anderson
Bedford
Brownstone
Columbus
Garrett
Martinsville
Newcastle
Portland
Richmond
Tipton
Washington

KANSAS—

Caney
Atchison

KENTUCKY—

Mayfield

MISSISSIPPI

Belzoni
Columbia

NORTH CAROLINA—

Burlington

PENNSYLVANIA—

New Kensington
Norristown

TEXAS—

Temple

The "Great Technology"

(Continued from page 37)

lence and class struggle would follow and scientific technology would be in the balance. The Bill of Rights would still be endangered.

"Fourth, comes the pathway of a 'planning economy,' of partial private capitalism with a more socialized ownership and control of operation. Employment, minimum wages, pensions, guaranteed relief, would mean more respect for the Bill of Rights.

"Fifth, we may choose the pathway of the Great Technology. This would involve a continental scheme of automatic production and distribution operated by a technically trained personnel. The Great Technology is an economy of abundance for all. In it the economic problem would be abolished, for technology would be reconciled with democracy. Men would be free to do creative work, and the Bill

of Rights would be definitely established.

"I accept the fifth pathway to tomorrow—the pathway of the Great Technology. I am convinced that it is now feasible to produce a civilization of abundance, of enlightened tolerance, and of beauty. For the first time in the history of the world, the common man can be liberated from his age-old slavery to things. At last man has created power aids; he can cease being a beast of burden—and his wife as well!"

Questioned as to why he called this fifth pathway the *Great Technology*, Professor Rugg replied: "It is great because man no longer need be the cringing slave of nature. Great, not because the ten-hour day becomes the four-hour day, but because work can become a happy and creative experience. Great, because men not only will produce physical goods magnificently but will also distribute enough to all. Great because at last the scientific method will be applied to *all* of man's social problems—to government and to the *man-man* relationships as well as to *man-thing* relationships. In a word, great because man at last can live creatively."

But how can the Great Technology be achieved?

"To launch this great epoch, man must first work out difficult problems," said Mr. Rugg. "These problems may all be resolved into a twofold problem of design. First, we must design a social structure which can turn the potential economy of abundance into an actuality; second, we must design a way of complete personal living within it.

"The first step is the problem of design. This must be worked out by technologists, students of exchange, political scientists, social philosophers, psychologists and artists. We have reason to believe that we have many creative persons who could bring forth a designed social order. The second step is the creation of a nation-wide organized body of minority public opinion which will understand and support the design. The third is public compulsion upon elected officials to put the new design to experimental trial."

So here we were, back again to the urgent need for a new climate of opinion.

"A climate of opinion," to quote Mr. Rugg, "will lead us to accept the fifth pathway, that of the Great Technology. But such a new climate of opinion can be set up only through a vital and powerful program of adult education. The need of such a program is as clear as it is urgent. Day by day we drift into great social danger. On one hand, there is violence, arbitrary seizure and control; on the other, thoughtful study and considered democratic action. We must, indeed, act promptly in the education of the public mind."

Eager and earnest, absorbed in his subject, the professor explained further. "I figure that, among our 80,000,000 per-

sons above 18 years of age, there is a potential thinking minority of 25,000,000. From this number we should be able to weld a group of four or five million. It is up to them to see that the assumptions of political democracy become established fact. It is upon their behavior that the theory of government by consent of the governed hangs in the balance. Correspondingly, our program of adult education must be concentrated upon them.

"It appears clear, therefore, that the mental capacity to produce sound political action is available. However, this alone is not sufficient. The *capacity* of the people for government must be transformed into real understanding. The people are now inert, lacking the necessary data, the focused policies and the initiative to act. The present forces for political enlightenment, then, must be co-ordinated.

"In the fullest sense, the task which confronts us is that of education, emergency adult education long continued, and of a new education of childhood and youth. The most urgent of these is emergency adult education."

As in April, 1917, we are at war, Mr. Rugg declared. We are at war with forces that may indeed destroy mankind. This "war" situation must be met with a wartime psychological program. Every agency of communication must be co-ordinated into a great organism of education. The public press, the pulpit, the platform, the movies, the radio, and the theater must be organized to contribute to the formation of a new "mental climate."

"To do so," Professor Rugg went on vigorously, "let us employ the techniques of the high-powered salesman of corporate business. Let us make the people 'starvation-in-the-midst-of-riches conscious' as the rubber manufacturers make them 'tire-conscious.' In short, let us organize a dramatic nation-wide campaign for intelligent social reconstruction concentrating directly upon the 25,000,000 men and women who constitute our potential 'thinking minority.'"

"But," he added, "emergency propaganda for intelligent understanding will achieve even more than this. It will also lay the foundation for that new philosophy of life which thinks of education as continuing throughout life and as enlisting all of the activities of the community. Now is the time to get adults accustomed to real education. Now is the strategic moment to ingrain a new conception of the school."

Professor Rugg feels that this nation-wide emergency campaign may accomplish even more and lead to a thorough reconstruction of our entire educational system.

"Today," he declared, "26,000,000 children and youth are receiving a lopsided education that has little to do with the real world in which they are living. The

emergence of the Great Technology necessitates the scrapping of the formal school and the setting up of a thoroughly new one. The content and organization of the school curriculum, as well as the underlying psychology and philosophy, must be drastically rebuilt.

"But, to accomplish this, the climates of opinion of American communities, those now dictated by the dominant groups that own and control the economic systems, must be made over. In one way or another these groups govern public opinion. Hence we must enlist their co-operation or break their psychological power.

"Now," he continued, "we are coming at last to something which may directly interest the National Federation of Business and Professional Women's Clubs. You see, the economic warfare that has raged since 1929, as well as the cumulating social problems of longer standing, have already prodded scattered groups into action. In hundreds of local centers thinking people are vigorously studying our creaking economic and political system. But more important for the present purposes, thousands of local groups are now in existence, bound together in various national organizations. Many of these—perhaps most of them—are potential forums; they can be made over into intelligent centers of thought and action.

"Some of these national organizations are already aware of the social crisis and wish to aid in attacking it. But as yet there is no concerted action among them. To set up an effective machinery for creating a new climate of opinion, these national organizations must be co-ordinated in some form of an all-embracing council.

"Still, if a compact army of several million informed and thinking citizens is to come into existence, the real work must be done by the local forums. Conditions must be created which will further the round table study of established facts. Carefully selected libraries must be made available. Study guides covering all of the principal problems must be formulated. Leaders skilled in forum discussion must set the stage carefully for a real exchange of views.

"From these forum discussions, many agreements would inevitably emerge. These would provide the foundations upon which experimental national plans could be put into operation."

The Federation of Business and Professional Women's Clubs, with its hundreds of local organizations, is a powerful potential forum for creating a new climate of opinion, Mr. Rugg declared, and is in an ideal position to lead toward the Great Technology, that mastery of man over machines which will yield abundant life for all.

"You wonder just what betterment would accrue to man under the Great

Technology? Well," Professor Rugg resumed, "first and perhaps all inclusive, will be the eventual establishment of a truly great culture—the first in the history of mankind. You question that statement? What about the Greeks, for instance?

"Not even the Greeks had the type of culture I speak of. No, never before, nowhere on earth, has there been such a culture as that our new order will create. For all others, including the present, have rested upon the debasement of the mass of human beings, either by slavery or serfdom of bodies, by the perpetuation of ignorance and intolerance, by the continuance of economic insecurity or by the denial of a community life of aesthetic appreciation."

"Under the Great Technology none of these abuses would exist?"

"Of course not," replied the professor. "In the first place, man would be freed from all economic ills. But the soundest foundation for cultural reconstruction in the regime of the Great Technology is the concept of creative labor. Our new social order will be great, not because of the four-hour work day but because work, a *chosen* work, becomes a happy and creative experience. Not leisure, but labor then, must become the psychological focus both of life and of education.

"In a truly great culture, all will work. There will be no idle class. You think that sounds rather dull? It will be anything but dull, because the new concept of labor will be twofold in nature. On the one hand, it will be socially useful, devoted to the production of needed goods and services. On the other hand, it will be creative, for all will engage in some chosen self-expressive work. What kind

of work?" Professor Rugg smiled. "Work that is fun. Each of us has an urge towards some craft or art. Under the new order we will all indulge that urge and perfect it. One person will find a creative outlet in interior designing and decoration within his own home. Some one else will go in for gardening or landscaping, while large numbers will produce craft articles of jewelry or costume. Groups of those fitted for intellectual and artistic careers will devote all their efforts to architecture, music, painting, the dance, the theater, literature. Others will engage in scientific research and experiments. But every one will, in some way, engage in the adventure of beauty as well as in the production and services of the prosaic necessities."

"But are you sure all will be fitted for the adventure of beauty?" Professor Rugg was asked.

"Yes," he answered. "Under the Great Technology education, lasting as it will throughout one's life, will open all minds to wider self-possibilities and reveal an undreamed-of richness of mental, artistic and spiritual endowments even in the least gifted."

This magnificent educational plan worked out by Professor Rugg, which will make each and all a complete and happy human being, as well as a worthy and instructed citizen, which will bring out the creative impulse latent even in the humblest, is the glory of the Great Technology. When I voiced my admiration, Professor Rugg, again with his charming smile, returned, "Education should be the glory of any state, but especially, perhaps, in our new order which plans for a true civilization of abundance, toleration, and beauty."

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Miss O'Connor

Miss Kate F. O'Connor, pioneer in the woman suffrage movement and distinguished member of our Rockford, Illinois, club, has been appointed by Governor Henry Horner supervisor of the new minimum wage law for women and children in Illinois.

With jurisdiction over the entire state, Miss O'Connor will first set about acquainting the general public with provisions of the law and establishing a closer community of interests between employers and their women and minor employees.

The new law, modeled after that Miss Frances Perkins was instrumental in obtaining for New York State, gives Miss O'Connor power to investigate wages and working conditions where women and children are employed, inspect factories and records, set up wage boards in industries and, where conditions are not rectified, advertise officially the erring employer. Misdemeanor penalties are likewise provided for recalcitrant employers.

For sixteen years Miss O'Connor has been deputy clerk of the county court of Winnebago county, which during her term of office had jurisdiction over probate matters.

Etiquette for Office Hours

(Continued from page 43)

training, and experience because their tact and courtesy attracted the favorable attention of the management.

To illustrate, a friend of mine who is personnel director for a large law firm cites an instance when she and one of the lawyers were selecting a secretary for him from the stenographic force. Speaking of the girl who was in line for the position, he said, "Miss Jones is a cracker-jack stenographer and a nice girl, but she doesn't know her place. When she's taking my dictation and a client comes in and we discuss football or baseball, she joins in. I'd be afraid to have her as my regular secretary, for she'd be betting on the scores with the clients."

It is on such seemingly small things that promotion often hangs, and the girl who is found wanting seldom learns why she does not get ahead. Girls from outside are often brought in to take positions which those already in the organization feel should be given to them. On investigating these cases one

usually finds that the home talent was turned down because it lacked understanding in the semi-social side of business—which is what I call "office etiquette."

This subject of business etiquette divides itself naturally into two main divisions—ethics and behavior.

Under ethics are such fundamental things as the keeping of business matters confidential, that is, not gossiping about them in the office, in public, or at home; loyalty; fair play to both employer and fellow workers, which includes punctuality and respect for office hours; an understanding and observance of the rule of precedence in business, wherein one's status depends upon the importance of one's position and not upon education, birth, or breeding.

It is not these major points of business ethics, however, which bother women who have it in them to succeed, since their sense of honor usually guides them aright in such important matters. But unfortunately these same women often are manifestly lacking in some of the smaller niceties of behavior.

Since I have been endeavoring to formulate some of the unwritten rules in business as they exist in the best-run offices, I have been brought into direct contact with thousands of present and prospective business girls who have constituted my seen and unseen audiences. From them has come a flood of questions both oral and written showing that the subject of office etiquette is a live one. Most of these queries are on problems of behavior, and they range from how to deal tactfully with amorous men in the office to how to get rid of an inferiority complex. Here are some typical questions with my answers.

Question: Do you think it all right for a girl to smoke in the office?

Answer: Because smoking takes time, is messy and appears unbusinesslike, it is frowned upon for the stenographic force in most businesses. Women executives are ordinarily accorded the same privileges as men, and unless there are fire hazards which prevent every one from smoking, a woman who is important enough to have her own office can usually smoke freely.

However, even such women must observe office rules on this subject, and also must respect the opinions of those officials of the old school who still contend that no decent woman smokes.

Question: How shall I handle a situation when my employer insists he is right about something and I know that I am?

Answer: Use tact plus. Ordinarily it is preferable to take the blame for things you have not done rather than contradict an executive. For instance, it is better manners to say nothing and to change a letter

than to tell the person the errors were in his dictation, not in your transcription. However, if it gets to the point where you are being blamed for too many errors that are not your fault, the "peace at any price policy" may have to be abandoned, since no one can afford to acquire a reputation for mistakes and stupidity.

Question: How much make-up is considered in good taste for office wear?

Answer: Just enough to look natural. This should be applied at home, and freshened up in the dressing room during the day, but never in view of the office force.

Question: Is it all right to wear sleeveless, sun-back dresses in the office on very hot days?

Answer: No, no more than to wear evening dresses. The personnel director of a New York bank last summer asked the girls to wear little jackets over their sun-back dresses when in the bank. While long sleeves look better in business, short sleeves are permissible on very hot days, but not sleeveless frocks, or very low necks. Office dresses should be simple, smart, appropriate, and conservative in line and color. On a limited budget it is better to buy street clothes for office wear, since these can be worn on Sundays, whereas velvet and satin can never be worn in the office.

Question: Is it ever right for a girl to take a drink at the office, especially if it is offered at closing time by one of the firm?

Answer: Office drinking is a matter of manners and not of morals. Even if one is honestly opposed to liquor in all forms, it is not wise to say so when offered a drink at the office, as this implies criticism of others, and the woman who refuses on this basis is branded as a prude. Refuse the drink if you wish, but find a polite reason for refusing. At five o'clock one can always plead another engagement. I know a girl whose pet excuse was that she was even then late for a cocktail party, though she was actually going home to wash stockings.

While there is nothing against a woman's occasionally taking a drink at closing time with one of the members of the firm, if she thinks it politic, it is usually a bad practice to start.

A clever secretary of my acquaintance who does junior executive work in a small office had worked late one night, and her employer, who always had his "nip" before starting home, asked her to join him. She had one drink, refused the second, very properly, and then he offered to drive her home. The man was happily married, and meant nothing personal, but the girl wanted to show him she was not

going to start unbusinesslike customs, so she said laughingly, "Take a drink with you and ride home in your car, both on the same night? I should say not." He got the point and did not insist.



Question: When being introduced to or greeting a man in a business office, should a woman rise from her chair? Should she shake hands with him?

Answer: Not unless the man is president of her firm, or there is some particular reason for her to show him special courtesy. Women do not shake hands with men or rise when they are introduced socially, unless the man is an older person of some distinction or, say, the husband or son of a dear friend. The rule is similar in business. However, if a man to whom she is introduced offers his hand the woman must always shake hands with him, to save him embarrassment.

Question: When introduced to my employer's wife, how should I treat her, and what can I expect from her in the way of courtesy? Must I do whatever favors she asks of me, even to finding her a new cook, matching samples and addressing invitations to her parties?

Answer: If you are taking his dictation when your employer's wife comes in, and you are introduced, rise, acknowledge the introduction and leave the room so that they can talk privately. You should be formal but cordial. In case she is a snob this does not give her a chance to be cool as it would if you asked how the baby's new tooth was progressing. She should be pleasant to you, but not necessarily friendly. The fact that you are on her husband's payroll doesn't put you on her visiting list. If she takes the attitude that because you buy tickets for her husband and do many of his personal errands you should do the same for her, there is nothing you can do but oblige her. After all, you're only working for the boss's boss.

Question: Do you think a girl should go to lunch with her employer, or any of the men in her office? Should she lunch with the firm's customers or with salesmen who call?

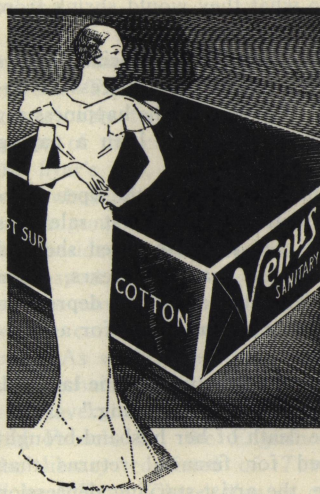
Answer: She certainly does not have to go to lunch with a man just because she works for him. She should learn how to tell when an invitation is casual and when it is loaded with dynamite. There isn't as much feeding up of the office calf in order to slay her, as one might think from reading the daily papers, and seeing the movies. A girl can always say she has another engagement if she wants to avoid a tête-à-tête meal. But when she has worked overtime with her immediate superior or some of the other men in the office and they suggest getting a bite to eat and hurrying back, she should feel complimented that they treat her as one of themselves, and it would be foolishly Victorian to demur. When customers or salesmen ask a secretary to lunch they are usually trying to pump her or to influence business through her, and she should be very wary about such invitations. It is usually a safe rule to keep one's social and business life separate, and unless a

girl is certain she wishes to make a friend of a business acquaintance she should not accept invitations that place her under any obligations or alter an otherwise pleasantly impersonal association.

Many of these questions will take the seasoned business woman back to the days when she too was bothered about "what to do." Now, whether she relishes the role or not, she is being watched by many bright young eyes and her own business manners are being either imitated or condemned by the younger girls who work

where she does. A friendly and tactful tip on such points would save these girls much of the painful stumbling she went through, and she might find playing Lady Chesterfield to them a rather pleasant hobby.

EDITOR'S NOTE: Mrs. MacGibbon has consented to answer questions on office etiquette for readers of this magazine. Address her care of the INDEPENDENT WOMAN, stating the type of business and your position in the firm, and enclose a self-addressed, stamped envelope.



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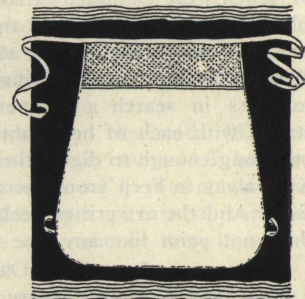
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Southeast—Blue Ridge, N. C., August. Chr. Nettie Brogdon, Guilford County Court House, Greensboro, N. C.

North Central—Grand Rapids, Mich., July 22-25. Chr. Mrs. Louise M. Larzelere, 1302 Hope St., S. E., Grand Rapids, Mich.

South Central—Wichita, Kansas, November 10-12. Chr. Judge Grace Miles, 1021 W. Main St., Independence, Kans.

West Central and Western—Joint meeting at Yellowstone Park, June 18-20. Chr., Western, Elizabeth Crawford, 610 Clift Bldg., Salt Lake City. W. Central, Grace Bowman, Box 626, Santa Fé, New Mexico.

Art at Any Age

(Continued from page 40)

members of the Oak Park Art League were organizing a class in painting. Needing numbers to finance the project, they invited her to join.

Without any previous experience—not having had even a drawing lesson—and with no knowledge of mixing paints, she went to her first class and painted a portrait which now greatly amuses her.

"If portrait painting were all there is in art I should never have gone on," she said. "I do not like figures. I use them in my pictures only when necessary to tell the story."

After twelve weeks of training in this class Mrs. Hemingway went to Michigan and painted twenty-two landscapes, four of which were exhibited at the Bay View (Michigan) Art Show. At the Art Institute of Chicago she studied still life, just "hitting the high spots," going from class to class in search of experience. She stayed with each of her eight instructors only long enough to digest their ideas and went away to keep from becoming imitative. And the art critics declare that she does not paint like any one else.

She is a member of the Oak Park Art League, the Chicago Society of Artists, the All-Illinois Society of Fine Arts, and the Professional Artists' League of New York. She has had exhibits in the Oak Park Art Club, the Oak Park Art Center, the Chicago Art Institute, the House

Beautiful Exposition, Marshall Field's Galleries, Bryden's Galleries, the Woman's World's Fair, Hyde Park Community House, and the Bay View Art Exhibit (Michigan), and has had four one-man shows. All this within four years after her first lesson!

When I asked how she accounted for having arrived so soon she said, "I feel that many fine artists are handicapped by too much schooling. Their style is cramped and their originality curtailed because they know so many things that they can not and must not do. Having less background and being middle-aged, I have dared to do what they would shrink from attempting."

When we talked of financial returns she said, "No art is fully successful unless it pays. Aside from the happiness my work has brought, it has been a paying proposition."

Her pictures are sold in the open market, in exhibitions. Her first sale was made in the Art Institute when she had been painting less than two years. Even during the leanest year of the depression one picture sold in California for a thousand dollars.

"I didn't get the thousand," she laughed, "but at any rate it is gratifying."

When the death of her husband brought greater need for financial returns than ever before, the artist-starving depression came. Versatile, resourceful, Mrs. Hemingway worked her way out. Sales stopped but she kept on painting. To her music pupils she added art pupils. Out of informal talks on art in connection with her own exhibits before small groups grew paid lectures before large numbers of club women. Because she learned the language of art late in life, she is able to talk in a way that the laity can understand and enjoy.

Her paintings, numbering about three hundred fifty, cover a wide range of subjects. Farm scenes, the remote country church, the sea, mountain fastnesses, the arroyos of the western states, the dunes of Lake Michigan's shore have all been put on her canvases. She goes into the wilds of nature and works on the spot.

As she placed picture after picture in the best light, she told when and where each had been painted and described natural beauties that she saw at the time but could not put on canvas. Speaking of the desert scenes she said, "I am a colorist. I dislike the dull grays and somber tones. It is the bright and cheerful that appeal to me."

I went away thinking how much the painter resembles her pictures. For she, too, leaves out the dull grays and somber tones. Her mission is to show the brightness and beauty of life. While she does not deny the existence of shadows and clouds in her pictures or in life, she makes the sunshine and bright colors glorify them.

Grand Forks Club Finds Work for Women

A registration of all unemployed women in Grand Forks County, North Dakota, undertaken last fall by the Grand Forks Business and Professional Women's Club, grew—from the impetus of a real need—into a placement service, and an outstanding piece of cooperation with the Federal Civil Works Administration. Thus far, 107 jobs have been found. As National Business Women's Week, with its goal of re-employment for 10,000 women, approaches, clubs all over the country will be interested to hear just how the Grand Forks activity developed.

The registration began October 30 in a room in the courthouse, which is centrally located. Directed by the research committee, volunteer club members worked from 3 to 5 o'clock every afternoon filling out registration cards. The standard registration card of the National Re-employment Service (NRS Form 1) was used. During the first week 123 registrants, seeking twenty different lines of work, had filed their names.

So eager a response inspired the committee to go further. It was decided to establish a Women's Placement Bureau. The city commissioners cooperated by giving office space and telephone service in the treasurer's office in the city hall, and Miss Edith W. Kay, a member of the committee, was placed in charge.

To bring their placement service to the attention of business men of the city, the club then sponsored an employers' survey. Club members qualified to make calls organized into teams, each team to be responsible for a business block. Each interviewer was armed with an outline of a talk covering salient features of the service, requisition blanks to be used by prospective employers, and a bundle of red tags to be attached to the telephone book in each office visited. The tags, of stout, durable cardboard, gave full information about the service offered by the Bureau, with phone number, address, and office hours.

It so happened that on the day the employers' survey was launched, the local director of NRA received notification that a registration of unemployed women was to be undertaken by the Government. To prevent duplication of effort, Miss Bess B. Sherman, president of the club, directed Miss Kay to see the NRA director at once. He proposed that the club continue its work, operating as a branch of his office conducted especially for unemployed women, and that the progress of the work be reported to him from time to time. Since November 27, the Bureau has been deputized under the CWA and has continued to fill all requests for help, both those provided through club activities and those secured through NRA channels. The records now show 320 registrations

and 107 placements in full or part time jobs or in occasional work.

Creation of openings has been an important phase of the activity. In order to give needy cases immediate work under the CWA, the club has sponsored the forming of projects especially suited to women, such as bookbinding, sewing for the city poor relief department, and visiting nurse work. Vocational classes have been started for retraining the needy and unemployed who are not at present qualified to fill the positions which they are seeking and to teach wives of unemployed men to cook, sew, and budget economically. Unemployed teachers have been put in charge of the classes.

Soviet Women "Take Off"

(Continued from page 45)

wasn't a discrimination against the women because the men have to keep their hair cut, too.

When discussing the schedule of her school she said it depended largely upon the weather. If the sun is shining at six in the morning, it is time for setting-up exercises, but in case of rain at that early hour, students are allowed forty extra winks till six-thirty. The setting of the sun also determines how late they fly at night. The school has a satirical wall newspaper, *Contact*, just as every aviation school in the States has. However, instead of having pictures of their Russian "Lindy's" on the wall, to inspire them to higher things, they have portraits of Stalin and Lenin to guide them through their training.

Most of the girls trained in the civil aviation schools are engaged in "agricultural aviation." That is, they fly the planes which sow the fields from the air, or the planes which are equipped with spraying apparatus for disinfecting the crops or fruit orchards. The second most popular division is flying the air mail, which dispels the theory that it takes a man to get the mail through on time. The least interesting to them is the routine of flying the passenger routes.

After she had told me her story, Laylu showed me the room which she shared with three girl students. I was immediately impressed by the barracks effect, but she hastily explained the absence of decoration. The students had all packed and were waiting to go out to various parts of the Soviet Union on their first jobs.

The room contained four iron cots covered with brown army blankets. At the head of each cot was a blue holder for a card on which was written the occupant's name and number. Two bare tables and a couple of straight-backed chairs completed the furnishings in the room. No mirror was visible. The girls in this school all had natural rosy complexions,

and none of them seemed to be interested in anything so feminine as powder.

In fact, when walking around the school one had to look twice to distinguish the boys from the girls. During flying hours there is no difference in their uniforms. They all have short hair and rosy "out-door" complexions, and each girl does all she can to appear an aviator first and last.

In contrast to the almost nun-like quarters of Laylu was the profusely decorated room of Sumarokova with its plethora of things aeronautic. But since Sumarokova is the only woman officer in the Red Army Air Corps, the room wasn't surprising.

Two of the walls were covered with maps of the Soviet Union and the solar system. The hub of a propellor, attached precariously to another wall, was a memento of the crack-up which nearly cost the flyer's life, but which failed to dim her enthusiasm for her work. A revolver and a gun, each in its own case on the wall beside her bed, gave the room a serious aspect, entirely in keeping with its serious-minded occupant. The bookcase in one corner was an interesting revelation. As well as the to-be-expected Russian technical aviation books, there were also several technical editions in German and French, but the English section of the library consisted of *Tom Brown's School Days*, *Three Men in a Boat* and *Record Flights* by Clarence Chamberlain. Sumarokova reads English, but doesn't speak it. On top of the bookcase was the loudspeaker attached to one of her two radios. In another corner was her victrola with its pile of records, some foreign. Above the couch on which I sat were several pictures of her flying friends. On her massive desk were two cylinder-head ash trays which she filled with half-smoked cigarettes as we talked.

Sumarokova, who was dressed in blue and yellow lounging pajamas the night of my unexpected visit, looked more like a college girl than an army officer. However, her trim military uniform with its winged lapels, hanging on the inside of the door, belied the fact that her life was one of leisure.

Women are equal to men in all phases of aviation," she declared in her characteristic forthright manner. Sumarokova is a test pilot and is happiest when she is putting a new ship through its paces, a job which American women flyers assume belongs to men. "I would resent it if I were discriminated against just because I am a woman," she added with the flashing smile which undoubtedly is one of the reasons for her popularity at the military academy.

Sumarokova, who is 32, was born in Tiflis. Her father was a mathematics teacher in an elementary school in the Georgian capital. When she was eleven her boy cousin became interested in model

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airplanes and persuaded her, with her mathematical background, to help him build model airplanes to scale. They were the despair of their parents, talking "flying machines" from morning till night. Several years later she married an agriculturist, who strenuously objected to her flying. However, she continued her theoretical studies. After his death she went to the aviation school in Leningrad where she qualified for her pilot's license. She has been flying eight years and has about a thousand hours in the air to her credit.

"I will always fly," she said. "Domesticity is uninteresting to me. I hope to die 'with my boots on.'" Yet on the wall above her desk is a picture of her son, eleven years old, who is now in school in Leningrad.

Within Russia's vast borders there are any number of Kokorinas, Sumarokovas and Mamedbekovas unassumingly doing their share toward making the Soviet Union the most air-conscious country in the world today.

Capital Comment

(Continued from page 47)

and this "resettlement of America" is a part of it. Also a part of it are the housing projects started for workers in factories and offices, temporarily halted by a ruling from Comptroller General J. R. McCarl, and the government corporation to enable those who live and work in the Tennessee Valley to buy, at low cost as well as on credit, the home electrical appliances that will make their lives simpler and cleaner, and will use the power from Muscle Shoals.

While some think the hours set by NRA are too long and the wages too low, and others, who have to meet the payrolls, think they are too short and too high, the long-time trend is toward shorter hours, perhaps a 32-hour week, meaning a 4-day work week, and an 8-hour day, perhaps a 30-hour week with a 5-day week and a 6-hour day. The wages would have to be sufficient to support a family on these shorter hours, if the goods the workers make are to be sold. The administration is committed to the need for "ploughing back" surpluses into greater consuming capacity rather than into greater productive capacity.

The administration also envisions a shifting of labor from manufacturing and mining into service and recreational industries. Manufacturing, particularly in the heavy industries, will never go back to boom levels, both President Roosevelt and Secretary of Labor Frances Perkins suspect. But with more leisure for the workers in factories and shops and offices and mines, there will have to be more workers in libraries, more lifeguards on beaches and the rims of swimming pools, more attendants of tennis courts and baseball diamonds, more school teachers actually being paid—perhaps even more movie ushers!

Even the most ardent social planners connected with the administration realize that people can not be regimented. They know that most men and women and children somehow like the places in which they live, even if they are smelly slums or meager farm lands. They like to stay with the people they have always known. They like to work at the jobs at which they have always worked. Therefore, the planners know that blueprint perfection can not be reached. They know that such planning can be achieved only slowly, only flexibly, only partly at best. They must start with the most hopeless or the most hopeful, the desperate or the adventurous. They are doing that in all the projects which move families. The people who know they can never again make a living where they are, the people willing to change and to dare, are going to the first farm-factory projects, working in the C.C.C. camps, starting all over again somewhere. These are the "new

pioneers" in a changing social and economic era.

The depths in which the new administration took office—with business and payrolls and employment the lowest in history, with all the banks closed, with wandering millions aimlessly seeking work or food—presented one advantage in the midst of the tremendous disadvantages.

In the 1929-33 debacle, people were forced to change homes, to lose homes; to change jobs, to do without jobs; to give up businesses and take up new work; to relinquish their faiths in the old slogans. Relief Administrator Harry Hopkins said the depression "knocked the old virtues into a cocked hat." Hard work did not bring success. A rolling stone kept on gathering no moss, to be sure, but maybe a still stone got blown to bits.

Therefore, people have been willing to do what they would have stubbornly resisted before. From top to bottom, there were desperate people, rich who saw no hope of staying rich, poor who saw no hope of making the thinnest living. Of course, as confidence was restored, many of them became less willing to accept new ideas or make compromises. Conservative capitalists rose from their suppliant positions and demanded their old untrammelled "freedom." Radical workers sloughed off their submissiveness and struck for more than NRA had given them.

Lethargy and submission, however, are no longer popular. The powers that be admire courage and sincerity.

Undaunted, the Roosevelt revolution goes on, confidently, fluidly, gayly, without marching songs or colored shirts, slogans or salutes. It is just beginning to impinge upon old privileges. It is also just beginning to stir new hopes.

Deferred Marriage and Double Salary

(Continued from page 39)

the home, then to shut all thoughts connected therewith into one compartment and to open another and give her entire mentality to the job in hand.

An unerring sense of values. There must be no mistakes as she faces the daily procession of things which clamor, "Do me right now," and says to one, "You don't need doing. You are a bad and useless habit of the antebellum days!" To another, "I will delegate you to a helper, or to electricity." To a third, "You can wait six weeks." Finally, "You are important. I will do you right now." There must be no faltering. She must choose without regard to either public opinion or habit; must remember that "the good is the enemy of the best."

Success in the outside job involves a husband who belongs to today instead of

to the prehistoric wives-are-property period. All adjustments are to be made on a fifty-fifty basis. He must be as willing to do his share of the domestic work as she is to bring home part of the income. In times of stress he must be able to supervise the maid, do the dishes or see to the marketing. And he must do it cheerfully and grin back at the neighbors who aim pitying glances in his direction. I have seen many a double-salary marriage fail, merely because the husband spent his free time in loafing while the wife spent hers in rendering him feudal service. Also, the husband must understand the difficulties of his wife's work, must appreciate the effort which goes into her successes. How could a shut-in-his-laboratory scientist cooperate with the wife who was entertaining an out-of-town customer and trying to land a big contract?

Success also involves the ability to rope off a reserved space in her life for her husband and children. The woman fails as a homemaker if she does not give them comradeship at a time when her mind is free from preoccupation.

There must be some one in the home, from the day of the child's birth, who will set his habits, his ideals and his behavior patterns. Some one to whom he can go with his many questions. Some one who will, conscientiously, put the child's training above personal interests. Character formation begins with the first breath. It is a plant of slow growth. It cannot be left to chance and to incompetents for a decade and then be made fine and beautiful.

Are there no disadvantages to deferred marriages and doubled salaries? Many minor ones, but I have found only one worthy of mention.

A father of fifty doesn't enjoy playing ball with a lad of ten. My husband was much older than I. It was hard to muzzle envy when I saw the young husband across the street going on tramps, umpiring games, playing rugby with his son who seemed like his kid brother. But such difficulties are not misfortunes to be deplored nor afflictions to be borne stoically. They are merely problems to be solved. The Boy Scout organization; an unused garage and a big basement which have been, successively, playroom, club house, work shop, experimental laboratory and boxing alley; a brimming cookie jar, always on tap for treats. These have supplied answers. The boy has lacked neither clean sports nor wholesome friendships.

Our children are keeping us mentally young and in step with this generation. It is impossible to fossilize as have some of our schoolmates who married young and who are now settled grandparents, prattling about the good old days. If I had my life to live over again I should repeat on the deferred marriage and doubled salary plan with the same man!

INDEPENDENT WOMAN

Club Activities

(Continued from page 51)

staged at the Sunday morning session. A clever miniature newspaper, *The Gossiper*, conceived and donated by Miss Felonese Moore, business manager of *The Ironton Daily Tribune*, served as program. Mrs. King's play was later repeated to provide the club with a Christmas charity fund.

WYOMING

With eleven new members, Wheatland won the year's membership contest and will, therefore, retain the membership cup for one year. . . . The Ten-Year Objective has been given an important place in the Lander club's program for the year. One night each month will be devoted to informal debates and another to skits written around famous moments in history. A new project is the preparation of bi-monthly bulletins to be sent each member before meetings. . . . In line with the Ten-Year Objective, a recent meeting at Torrington featured the NRA and at another a talk was given on investments.

OREGON

The NRA-Bonneville Dam celebration was sponsored in October by the Dalles club, with the assistance of the Lions, Kiwanis and Breakfast clubs and the Dalles-Wasco County Chamber of Commerce. An afternoon parade opened the celebration and a banquet and dance followed. . . . With first prize for the float entered last year, the Coquille club this year sponsored and conducted the entire parade which was part of the city's annual Corn Show Harvest Festival. . . . "Creative Mind in Business" was discussed by Frederick Bond at the December 14 meeting of the Portland club. Miss Sarah Allen Smith, psychoanalyst, was the speaker December 7 and gave analyses to several members after her talk.

The Business Woman's Bookshelf

(Continued from page 46)

American repertory theater where the finest plays would be given at a modest price. How she overrode all obstacles and made her dream a glowing reality, is known to all lovers of the drama in America.

Eva Le Gallienne's motto, given her by Duse, is "force et confiance." Splendid words, translated into splendid deeds by these two great women of the stage. In them is embodied the spirit which enabled them both to carry on through every failure, hardship and difficulty, and to re-

main unsatisfied with anything short of complete artistic integrity.

Genuinely amusing satiric comedy seldom comes one's way, but *L'Affaire Jones*, a novel by the American, Hillel Bernstein (Stokes), qualifies as one of the most enjoyable and riotous tales of the year.

Henry Jones of Georgia goes to France to write a cookbook. A coat, with his address in its pocket, is stolen from a restaurant. Henry is dragged to prison, his every innocent remark misinterpreted until he is rated as a super-spy and arch-enemy to France. A score of thrilling, convulsingly funny, adventures ensue.

L'Affaire Jones, irresistibly gay, is none the less a keen satire, not only on the French, but on some of our own compatriots.

When discussion—in round-table and other forms—is so important, *The Art of Conference*, by Frank Walser (Harpers) will be found a thrice-useful aid. The book contains all the information needed to instruct the tyro in the best way to plan and to conduct a conference. Other chapters dealing with "The Present Importance of Conference," "Personal Integration in Conference," a full bibliography, and appended "Examples of Conferences," make up a volume most serviceable to club members and groups who use the conference method.

From Office-Worker To a Well-Paid Hotel Position



Mabel Dillihay, Office Worker Without Experience, Becomes Housekeeper of Ohio Hotel

"I was a file clerk in an office. Because I was dissatisfied and discouraged, I answered an advertisement, 'Step Into a Well-Paid Hotel Job.' The Lewis Schools' book, 'YOUR BIG OPPORTUNITY,' arrived. What a contrast there was between the well-paid, fascinating hotel and institutional field and the humdrum monotony of my office work! I enrolled for the Lewis Course.

"I hadn't even finished the last lesson of my course, which I studied at home, in my spare time, when the Lewis National Placement Service put me in touch with a position as Hotel Housekeeper. What a difference clipping that coupon made in my life! I am grateful to the Lewis Schools for all they did for me."

Mabel Dillihay is typical of many Lewis-trained women who have won success in the fascinating hotel and institutional field by leisure-time, home-study training. Her story may be YOUR story—if you make the same decision TODAY she made a short time ago. Sign coupon and MAIL IT NOW!

Know More Than Your Job

(Continued from page 48)

prised to discover how many opportunities there are for various sorts of highly specialized work in an industry or a profession—work which, on the surface, appears unrelated to that industry or profession.

After a careful survey I have tabulated a list of positions possible in each field discussed at the round table meetings. Though lack of space makes it impossible to publish a complete résumé of these vocational pamphlets, next month the INDEPENDENT WOMAN will print a brief outline containing this tabulation for most of the thirty occupations. At this time when so many of us are jobless and trying to discover what we can be that we haven't been before, this information should prove useful.

To Speak at Swarthmore

Miss Frances Cummings, educational secretary of the National Federation of Business and Professional Women's Clubs, will speak on February 9 at a tea given by the Mortar Board Society of Swarthmore College, Swarthmore, Pennsylvania. At the request of the society, Miss Cummings will present the findings of the Federation's occupational round tables.

From Housewife To Hotel Hostess

Hotel Hostess Tells How She Secured Her Position, Though She Knew Nothing About Hotel Work and Had No Business Experience.



"Imagine my predicament. I had never been in business—I knew nothing about any trade or vocation. Then my situation became such as to make the finding of a position imperative. One day I read an advertisement, 'Be a Hotel Hostess,' and sent in the coupon. The Lewis Schools' Book, 'YOUR BIG OPPORTUNITY,' convinced me I could make good in this fascinating profession, and so I enrolled. Now I am Hostess of this lovely Nebraska hotel, earn a fine salary and have splendid opportunities. All entirely due to my Lewis Leisure-Time, Home-Study Training."

Helen Armitage is but one of many Lewis-trained women holding well-paid hotel, club, restaurant and institutional positions. Our FREE Book, 'YOUR BIG OPPORTUNITY,' tells how to qualify for a well-paid position and how you are registered FREE of extra charge in Lewis National Placement Service. What Mrs. Armitage has done, YOU can do, if you will make the same decision TODAY that she made not so long ago. MAIL the coupon NOW!

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The ABC's of Taxation

(Continued from page 49)

taxation, as the principle to be followed in raising the bulk of governmental revenues. The theory that taxes should be levied in accordance with ability to pay is now not only generally accepted by most economists, but it also harmonizes with the sense of justice of the average citizen.

A hundred years ago it was usually considered in this country that ownership of property constituted the best test of ability. The general property tax became the bulwark of our state and local tax systems. This term is the common designation of the tax upon real and personal property when it is all apportioned and levied by substantially the same methods. In spite of the fact that tax commissions have denounced this levy for more than half a century, it still persists and forms the chief source of local revenue. It proves difficult to abolish because it appeals to the popular mind as a fair and equitable tax falling upon all property alike, whereas in actual practice it proves to be most unfair and inequitable.

When real estate, tangible personal property, such as household goods and jewelry, and intangible property, such as stocks and bonds, are all assessed and taxed at the same rate, it soon becomes apparent that the less visible forms of property which can be readily concealed tend to disappear from the tax rolls and real estate has to bear the major part of the burden. Numerous statistics can be quoted to illustrate this point. Although the value of personal property in our modern civilization is considered to exceed that of real estate, it was found in New York State some years ago that personal property was paying only five per cent of the tax as against ninety-five per cent falling on real estate. The discrepancy has increased since that time.

The general property tax has penalized those who were honest enough to make complete returns and has encouraged and rewarded the dishonest. Therefore, when farmers and other real estate holders insist that the tax be retained so that intangible property may bear its fair share of governmental costs they are shutting their eyes to the fact that so long as human nature remains what it is, holders of intangible property will evade the tax and the levy will be essentially a real estate tax. Any tax which can not be made to work out in practice must be condemned, regardless of the perfection of the theory upon which it is based. This fact must be recognized in planning a revenue system.

This does not mean that we must look for one hundred per cent efficiency. No tax is perfect, but some levies are much more workable than others. Once we recognize that we can not make the general property tax work, we free our minds

to experiment with other methods of getting at tax-paying ability. Many states have attempted to meet this difficulty by a classified property tax, that is, there are various rates for different types of property, and intangibles are taxed at a much lower rate than real estate. The theory of such legislation is that the lower rate on intangibles will coax them out of hiding. To a certain extent this has taken place, and much property has been returned to the assessment rolls. Apparently the taxpayer's honesty varies inversely somewhat in proportion to the rate of his tax. Another alternative is to drop the attempt to tax personal property and seek to get at the ability represented by this wealth through income taxes rather than through property taxes.

Even if the general property tax were workable, it would still not be a complete and accurate measure of taxpaying ability. A man receiving \$5,000 or \$10,000 a year may happen to own no taxable property, whereas one who has never had more than \$2,000 a year may, by dint of much saving, have acquired a modest homestead. It is patently unfair to tax the latter and to permit the former to go tax free. The first man is undoubtedly much more able to pay taxes than the latter. A realization of such situations has brought about the widespread adoption of the principle of the income tax.

A scientifically drafted and efficiently administered income tax law is one of the most defensible forms of taxation which we employ. A tax upon net income is based upon taxpaying ability, it is not shifted, it does not disrupt business, and it is administratively workable. Moreover, when graduated (that is, increased at a progressive rate on higher incomes) it serves to help correct the maldistribution of productive and consuming capacity and to maintain a healthy economic condition.

The income tax may be applied to corporations as well as to individuals. It is important to keep in mind, however, that such a tax should be on net, rather than on gross, income. A tax based upon gross income does not reflect taxpaying ability and when applied to business units it partakes more of the characteristics of a general sales tax than of a tax upon net income.

Since a net income tax is based upon the profits left, after all of the expenses of the business have been met, it can not add to the cost of doing business, or be shifted to other shoulders. One of the great virtues of this tax is that it stays where it is put. Since it is not shifted and is paid out of profits after expenses have been met, it can not have any direct effect upon the business structure and will have an indirect effect only to the extent that it may affect savings for business investment. In a country such as ours, where productive investment has run ahead

of consuming capacity, such a result might prove an advantage rather than a drawback.

Although many difficulties are involved in the administration of a net income tax, they are not insurmountable as is the case with the general property tax. Simplicity and ease of administration are, naturally, desirable features of a tax law, but they are very much outweighed by considerations of fiscal, social and economic expediency. A poll tax, for example, is perhaps the simplest tax which could be devised, but it brings in very little revenue, is exceedingly unjust and is objectionable on social grounds.

The Federal government adopted a tax on net incomes, personal and corporate, in 1913. Wisconsin had passed such a law in 1911. About half a dozen other states enacted such laws during that decade, and five more during the twenties. This slow and steady spread of the tax has received fresh impetus during the depression. Ten states have adopted income tax laws since the beginning of the business slump and there are at present twenty-two states levying both personal and corporate income taxes, three which levy upon corporate incomes only, and one which levies only upon personal incomes. A personal income tax law was pocket vetoed by the governor of California in 1933. Several other states are seriously considering such levies.

The administration of state income tax laws has not been considered as successful as that of the Federal law. It has even been claimed by some research workers that poorly drawn laws have been passed in some instances in an effort to discredit the principle of the tax. Undoubtedly, there are still many improvements that can be made in the administration of both Federal and state laws.

Estate taxes are of very ancient origin, but our national estate tax in its present form dates back only to 1916, when a Federal tax was imposed in graduated form on the value of the net estate. The tax is collected principally from large estates because of the liberal exemptions. The majority of the states were already taxing inheritances in some form, but there was a great deal of discrepancy in their laws, and some states refused to enact any legislation of the kind and offered themselves, with some success, as the happy dying ground of the rich. Well financed propaganda to the effect that Congress should repeal the estate tax and leave this source of revenue to the states was widely disseminated. Instead of abandoning the tax, however, Congress hit upon an eminently satisfactory solution of the problem. In 1926 an act was passed allowing a credit upon the Federal estate tax of the amount paid on any state inheritance tax up to eighty per

cent thereof. This nullified the advantages of those states which had been advertising themselves as a haven for tax dodgers. This act has done much to relieve the existing chaos and to bring some semblance of uniformity into the situation. All of the states but Nevada now levy inheritance taxes of some sort, and thirty-four have enacted legislation to enable them to take full advantage of the eighty per cent provision.

Inheritance taxes, like income taxes, have the practically unanimous approval of economists. They can be justified on social, economic and fiscal grounds.

At the opposite pole of fiscal policy are the general sales taxes which have now spread to sixteen states. Practically all are depression phenomena and, fortunately, are for temporary periods only. Such levies have but one virtue. They are productive. On every other count they are discredited and have been denounced by economists for centuries.

The taxes which we have been considering are direct taxes. That is, they are levied upon the people who are supposed to pay them and, generally speaking, they can not be shifted to other shoulders. But a sales tax is like a blow at random and in the dark which glances off the shoulder of the first payer to fall with increased vigor on a second and a third and a fourth, and finally, after causing painful adjustments all along the line, settles with full force upon the backs of those least able to bear it.

The many defects of general sales taxation can not be adequately discussed within a few paragraphs. It must suffice here merely to touch upon the main points. The general sales tax is bad for business. Although generally speaking, and in the long run, the tax is passed on to consumers, such shifting may be delayed or irregular, thereby causing hardship to such businesses as are affected. Moreover, under some circumstances certain companies may find themselves unable to shift the tax and will therefore be at a disadvantage as compared with their competitors who can do so.

The tax takes no account of overhead costs, indebtedness, or rate of turnover. Since the tax is based upon gross sales, the store with a narrow margin of profit per transaction and a large turnover would pay a much heavier tax in proportion to profits than one with a wide margin of profit and a small turnover.

Then, too, there are serious difficulties in administering the sales tax, but the social injustice of such a levy far outweighs its other defects. The general sales tax means throwing upon the backs of the poor a burden out of all proportion to their ability to pay. The growing acceptance of the idea of taxing people according to their ability to pay taxes rather than in proportion to their inability

to resist them is a tremendous social achievement that should not be lost.

Although general sales taxes are universally bad, there is considerable justification for certain selected sales taxes, particularly in an emergency. Taxes on tobacco, alcoholics and playing cards have proved very remunerative, and any decrease in consumption which has followed their imposition has not been considered especially undesirable.

The gasoline tax is an example of a successful selective sales tax which can be defended on entirely different grounds. Next to education, highway construction and maintenance is the most expensive state function, and it is exceeded only by education and police costs in the cities. Although modern highways are of indirect benefit to practically all of the citizens, they are of direct and particular benefit to owners of motor vehicles.

The problem of coordinating Federal, state and local revenue systems comes sharply to the front when we consider the problems of overlapping and conflicting taxation. The older ideal was that of strict separation of sources, leaving certain taxes to the Federal government, others to the states, and others to the local governments.

There are many objections to such a plan. It would leave the way open for cutthroat competition among the states. This would prove particularly unfortunate in the case of inheritance, corporation and sales taxes. Moreover, the needs of certain types of government may increase at a faster rate than others and if the governments are restricted to relatively inelastic sources of income, some may suffer serious difficulties while others are in easy circumstances. This has been markedly true in recent years of municipalities which are compelled to rely upon real estate for the bulk of their revenues.

What is apparently a much sounder

solution of the difficulty is advocated by some leading students of taxation who believe that it may be desirable to work out some plan of coordinating revenues whereby certain taxes will be centrally collected and re-allocated to state and local governments, or some device such as the Federal inheritance tax provision may be used to harmonize taxing procedure throughout the states.

Taxes are at present a subject of major importance. It has been the purpose of this article to give the reader a speaking acquaintance with the most outstanding current tax problems. For this reason mention must be made of the dangerous tendency to pass rigid tax limiting laws now making itself strongly felt in state legislatures. Thirteen states have adopted statutory or constitutional tax limits during the current year. Some of these limits are exceedingly stringent and are forcing local governments into bankruptcy. Others mean a general shutdown of governmental activities, even of such a primary nature as police and fire protection and schools. In other cases municipalities have been forced into debt for current operating expenses. In some instances the result has been an unhappy resort to general sales taxes on the part of the states.

If we desire governmental efficiency and economy we must seek them by the more difficult but much safer and sounder plan of constructive economies through governmental reorganization and consolidation, civil service reforms, and scientific budgeting, accounting, collecting and purchasing. There is no short cut to good government. It depends upon the intelligent and continuous cooperation of the citizens. We do not consider our private housekeeping problems solved by the mere routine of electing domestic servants every year or so. We can not expect such election to suffice in our public housekeeping.

CONFIDENCE

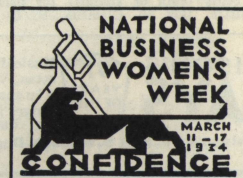
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Wars and Their Cure

(Continued from page 41)

about by international economic rivalry has been alleviated was stressed at the afternoon session the opening day. Maxwell S. Stewart, economist of the Foreign Policy Association, who led the round table, criticized the prevailing disposition of the peace movement to concentrate exclusively upon devising means of settling such disputes as arise between nations without attempting to deal with the basic causes of international friction.

"Nations will not surrender the right of armed defense," he warned, "until they are assured of protection against injuries of other than military character. Wars are merely symptoms of more fundamental disorders, and it is useless to speak of peace until the primary disease has been cured."

Dr. Eleanor Lansing Dulles, research associate at the Wharton School of Finance and Commerce and author of several books on international financial problems, emphasized the danger to international peace of a short time attempt to protect living standards by means of mercantile policies.

The discussion revealed general agreement regarding the dangers involved in policies of financial imperialism, but there was sharp difference of opinion on economic nationalism. One speaker voiced the opinion that basic international conflicts could not be avoided in a competitive economic system in which the nation merely became the cat's-paw of competing national monopolies.

Similarly divergent were views expressed at Wednesday afternoon's round table over the possibility of maintaining peace through the development of self-contained national states.

The Rt. Rev. John A. Ryan of Catholic University declared that attempts to re-

build an interdependent world would of necessity lead to conflict and possible war. This view was sharply disputed by Dr. Harry D. Gideonse, professor of economics at the University of Chicago, who saw drift toward national self-sufficiency as the greatest menace to world peace today.

Thursday afternoon the New Deal was both attacked as an instrument of nationalism and defended as a step toward an intelligent internationalism. Dr. Gideonse criticized the NRA as an attempt to promote national recovery without adequate thought for international repercussions.

On the other hand, the administration's farm program was vigorously defended by Dr. Mordecai Ezekiel, economic adviser to the Department of Agriculture, who saw control of American production as a forerunner of an international attack on the problem of agricultural surpluses. There can be no basic solution of the American farm problem, he indicated, which does not provide for foreign markets. If no change is made in American tariff policy, he declared, the only possible course is a permanent curtailment of agricultural production which must involve serious domestic readjustments.

Summarizing the discussion, Mr. Stewart pointed out conflicting elements in the national recovery program and stressed the need of an early decision on the path which the United States is to take—nationalist or internationalist.

"Either is theoretically possible," he said, "but the attempt to pursue both courses simultaneously has intensified international friction and laid the foundation for war."

Dr. Mary Woolley, the distinguished member of our Mt. Holyoke club who was the only American woman delegate to the Disarmament Conference at Geneva during President Hoover's administration, presided at the Wednesday session, which passed a resolution pledging the delegates to new efforts toward United States adherence to the World Court. After pointing to the states and organizations that have heartily endorsed the World Court, the resolution concluded:

"We, therefore, beg the President of the United States to urge early and favorable action upon the United States Senate. Such evidence of positive approval of international peace would stimulate the faith of the entire world and be a recognition of the continuing public opinion which exists in this country for the World Court."

Thirty-one delegates represented the National Federation at the Conference, among them Mrs. Geline MacDonald Bowman, president; Miss Charl Ormond Williams, first vice-president; Mrs. E. Pearl Warwick, treasurer; Miss Earlene White, recording secretary; Miss Lena Madesin Phillips, honorary president; Dr. Grace H. Beardsley, chairman of public relations; Dean M. Beatrice Olson, national

program chairman, Miss Josephine Schain, chairman of international relations.

Miss Kathryn Starbuck, president of the New York Federation, was elected to the Executive Committee of the Conference, on which Mrs. Bowman serves as president of a member group.

Mrs. Bowman was among those few delegates who had the privilege of shaking hands with the President at the tea given at the White House on Wednesday afternoon. Another social event was the tea given by Miss Williams Tuesday afternoon in honor of Mrs. Bowman. Members of Business and Professional Women's clubs from all parts of the United States who were delegates at the Conference, members of the Washington, D. C., club, and prominent members of the National Education Association, of which Miss Williams is field secretary, were among the guests.

As chairman of the program committee, Miss Schain played an important part throughout the Conference.

The general declarations adopted by the National Committee with the recommendation that they be presented to the President and to Congress, follow:

The eleven national women's organizations united to compose the National Committee on the Cause and Cure of War number in individual membership several millions. There is scarcely a village or crossroads in this country which does not contain a local branch of one or more of these organizations. During the past nine years, through annual national conferences, regional or state conferences, reading courses and Marathon Round Tables these women have made continual effort to ascertain the causes and to find the definite cures of war, with the result that the following policies, most of which have been endorsed many times previously, have been unanimously confirmed by delegated body assembled at the Ninth Conference now in session (January 16-19, 1934).

REDUCTION OF ARMAMENTS

The National Committee on the Cause and Cure of War sent a delegation with hundreds of resolutions to the London conference aiming at naval reduction. It sent another delegation with petitions from every state in the nation to the opening of the disarmament conference. That body has been slow and hesitating. Nevertheless, in the words of our Secretary of State, Hon. Cordell Hull, "we cannot permit the obstacles and difficulties facing the disarmament conference to discourage us from efforts toward bringing it to a successful conclusion." Therefore, we entreat our President and Congress to attempt to establish the friendly and earnest cooperation which has distinguished the previous action of our nation in urging the conference to provide for a substantial reduction of existing armaments and especially for the elimination from all national military equipment of those aggressive weapons which are regarded as needful in offensive attack. We urge that the allied nations fulfill their promise of progressive reduction of armament, in order that no rearmament may become necessary to any nation. Further, the treaty to be formulated by the conference and submitted to all nations for ratification shall include plans for enforcing the above provisions and for carrying forward the work of the disarmament conference.

EMBARGO ON ARMS

We earnestly request the President and Congress to appeal to the League of Nations to continue the investigation of the manufacture and sales of all varieties of armaments and to recommend and publish to all nations methods for their effective control. We urge our own Congress to conduct such investigation in our own country and to find the means of preventing sales and exports directly or indirectly to nations at war or threatening war.

LEAGUE OF NATIONS

We express our grateful appreciation of the friendly cooperation of our nation with the League of Nations and hope for its continuance. We earnestly urge Congress to consider what amendments, if any, to the Covenant would provide satisfactory conditions for the entrance of the United States into membership.

Further, we recommend that our members study carefully and point out any amendments to the Covenant which should be recommended to the government of the United States.

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